

Repealed 4/11/85

MAY 8 1985

HOUSE FILE 753

Place On Calendar

BY COMMITTEE ON STATE GOVERNMENT

(Formerly House Study Bill 385)

Passed House, Date 4-11-85 (p.1463) Passed Senate, Date 5-3-85 (P.1430)
Vote: Ayes 67 Nays 29 Vote: Ayes 37 Nays 8
Approved May 20, 1985

A BILL FOR

1 An Act relating to the implementation of comparable worth
2 pay adjustments, amending 1984 Iowa Acts, chapter 1314,
3 and providing for an effective date.

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

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HF 753

1 Section 1. 1984 Iowa Acts, chapter 1314, section 1,
2 subsection 1, unnumbered paragraph 1, are amended to read as
3 follows:

4 "Comparable worth pay grade" means the pay grade as
5 determined by the factor determined score for the job title as
6 finally determined after completion of the review process as
7 ~~outlined-in-this-Act,~~ provided in section 4 of this amendment
8 to this chapter 1314 and the appropriate pay grade position
9 for that factor determined score on the following scale:

10 Sec. 2. 1984 Iowa Acts, chapter 1314, section 3,
11 subsection 1, is amended to read as follows:

12 1. In implementing the first phase of comparable worth
13 adjustments, employees in job titles whose current pay grade
14 is below the comparable worth pay grade shall be adjusted
15 upward to their comparable worth pay grade. However, no job
16 titles shall be raised above pay grade thirty-two under the
17 initial implementation process. ~~This-implementation-shall~~
18 ~~only-be-done-after-completion-of-the-review-process.~~ In the
19 implementation of comparable worth adjustments, state
20 employees in job titles whose current pay grade is above their
21 comparable worth pay grade shall not be adjusted downward or
22 frozen at their current pay rate until after January 1, 1986.

23 Sec. 3. 1984 Iowa Acts, chapter 1314, section 8, is
24 amended to read as follows:

25 SEC. 8. AGENCY COMPARABLE WORTH REPORTS. Agencies with
26 positions which are exempt or partially exempt from the state
27 merit system shall report to the governor and the legislative
28 council by December 15, 1984, on the degree to which the
29 salary plans covering positions substantially equivalent to
30 those in the state merit system comply with the provisions of
31 1983 Iowa Acts, chapter 170. The reports shall include a plan
32 for implementation in fiscal year 1986 of comparable worth
33 salary adjustments, if necessary, and the amount of ap-
34 propriations necessary to implement those adjustments.
35 However, plans developed pursuant to this section may be

1 implemented and any employees in job titles with comparable
2 worth pay grades above pay grade thirty-two may be raised to
3 their comparable worth pay grades in the fiscal year 1985 if
4 funds are available and if the employees have had an
5 opportunity for review of the factor scores and factor-
6 determined scores for their job titles. Notwithstanding
7 sections 602.1204, 602.1208, 602.1209, and 602.1401 of the
8 Iowa Code, the provisions of this section of this Act shall be
9 applicable to the judicial department.

10 Sec. 4. 1984 Iowa Acts, chapter 1314, is amended by adding
11 the following new section:

12 SEC. 11. REVIEW OF FACTOR SCORES AND FACTOR DETERMINED
13 SCORES.

14 1. Any state employee may request review of the factor
15 scores or the factor determined score that employee's job
16 title received under the study commissioned under 1983 Iowa
17 Acts, chapter 170, section 2, or under a study required of a
18 state agency under this chapter 1314, section 8. Requests for
19 review by more than one employee within a job title shall be
20 considered together, and a request for review by one or more
21 employees within a job title shall be considered as a request
22 on behalf of all employees in that job title.

23 2. The Iowa merit employment department may request review
24 of factor scores or the factor determined scores on any job
25 titles under the state merit system. The requests for review
26 shall be available to merit employees prior to the notice
27 required in subsection 4. The request shall include the
28 reasons for review of the factor scores and the Iowa merit
29 employment department's recommended changes in the factor
30 scores.

31 3. State agencies with employees exempt or partially
32 exempt from the state merit system may request review of
33 factor scores or factor-determined scores received for job
34 titles under a study required of a state agency under this
35 chapter 1314, section 8. The requests for review shall be

1 available to their nonmerit employees prior to the notice
2 required in subsection 4. The request shall include the
3 reasons for the review of the factor scores and the state
4 agency's recommended changes in the factor scores.

5 4. Employees shall be notified of their right to request
6 review of their factor scores and factor determined scores
7 with one or more biweekly pay checks. The Iowa merit
8 employment department shall make "request for review" forms
9 available to all departments and agencies and shall provide
10 complete access to information regarding the study and the
11 methods for determining factor scores in the system.
12 Employees shall have at least four weeks from the time the
13 first notice of the right to request review is distributed in
14 which to file a request for review.

15 5. Requests for review shall be filed with the public
16 employment relations board. A request for review shall be
17 heard by a hearing board established for that purpose. One
18 member of the board shall be appointed by the public
19 employment relations board; one member shall be appointed by
20 the Iowa merit employment department to represent the
21 employing agency; and one member shall be appointed by an
22 employee organization if the petitioner is subject to a
23 collective bargaining agreement or by the employees of the job
24 class under procedures established by the public employment
25 relations board if the petitioner is not subject to a
26 collective bargaining agreement. The public employment
27 relations board shall adopt rules establishing procedures for
28 the conduct of the hearings and specifying the
29 responsibilities of the hearing officers. The rules shall
30 also provide for the scheduling of hearings and the
31 notification of participants. The decision of a hearing board
32 on a request for review is final.

33 6. This section does not apply to state employees who were
34 given the opportunity to have their job titles reviewed as a
35 part of a study completed under this chapter 1314, section 8

1 before the effective date of this Act.

2 7. The review process under this section shall be
3 completed by January 1, 1986.

4 Sec. 5. 1984 Iowa Acts, chapter 1314, is amended by adding
5 the following new section:

6 SEC. 12. NEW PAY ADJUSTMENTS WITHHELD. Effective July 1,
7 1985, state employees who have not had an opportunity to have
8 their job titles reviewed as a part of a study completed under
9 this chapter 1314, section 8 shall not receive comparable
10 worth pay adjustments until a review process is completed if
11 requested for their job titles. Upon completion of the review
12 process or expiration of time for requesting the review
13 process if no request for review is made for a job title, any
14 upward comparable worth pay adjustments due shall be paid in
15 lump sum for pay periods beginning June 28, 1985.

16 Sec. 6. RESTORATION OF STEP OR EQUIVALENT REDUCTION.
17 Effective with the first pay period beginning after July 1,
18 1987, any step reduction within a salary range or equivalent
19 pay adjustment reduction given a state employee in the
20 implementation of the first phase of comparable worth pay
21 adjustments under 1984 Iowa Acts, chapter 1314, section 3,
22 subsection 2 is restored to the employee.

23 Sec. 7. INTERIM STUDY OF STATE PERSONNEL SYSTEMS. The
24 legislative council shall establish an interim study committee
25 to conduct a comprehensive review of personnel policy and
26 procedures including the system of pay plans, desirability of
27 a single pay plan, recommendations for amending chapter 19A,
28 the system of examinations, present classification systems,
29 confidential classifications, affirmative action programs, and
30 other matters related to public personnel management. The
31 membership shall consist of nine members, three legislators
32 from each house appointed by the legislative council, two
33 persons appointed by the governor, and one person with
34 expertise in personnel matters appointed by the legislative
35 council.

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

10 The committee shall make recommendations to the governor,
11 the legislative council, and the general assembly by January
12 1, 1986.

13 Sec. 8. INTERIM STUDY ON FEMALE DOMINATED JOBS. The
14 legislative council shall establish an interim study committee
15 to conduct a complete review of all female-dominated jobs to
16 determine whether discrimination remains in compensation for
17 work of comparable worth between jobs held predominantly by
18 women and jobs held predominantly by men. The membership
19 shall consist of seven members, three legislators from each
20 house appointed by the legislative council and one person
21 appointed by the governor.

22 Legislative members of the committee are entitled to per
23 diem and expenses as provided for interim study committee
24 members in section 2.44. A public member who is not a public
25 employee is entitled to a per diem of forty dollars for
26 attending committee meetings. A public member or public
27 employee member is entitled to reimbursement for travel and
28 other necessary expenses actually incurred in the performance
29 of their duties on the committee. Payment for authorized per
30 diem and expenses shall be made as provided in section 2.12.

31 The committee shall make recommendations to the governor,
32 the legislative council, and the general assembly by January
33 1, 1986.

34 Sec. 9. Section 20.10, Code 1985, is amended by adding the
35 following new subsection:

1 NEW SUBSECTION. 5. It is a prohibited practice for a
2 public employer or a public employee organization to bargain
3 for an agreement which discriminates on the basis of race,
4 sex, religion, or national origin, or in compensation for work
5 of comparable worth between jobs held predominantly by women
6 and jobs held predominantly by men. "Comparable worth" means
7 the value of work as measured by the composite of the skill,
8 effort, responsibility, and working conditions normally
9 required in the performance of work.

10 Sec. 10. Section 79.18, Code 1985, is amended by adding
11 the following new unnumbered paragraph:

12 NEW UNNUMBERED PARAGRAPH. The Iowa merit employment
13 department for state merit system employees and the employing
14 agency for exempt or partially exempt employees in their
15 respective agencies shall adopt rules, as provided in chapter
16 17A, to provide for an ongoing review of the implementation of
17 the comparable worth compensation policy. The rules shall
18 include a mechanism for reviewing the assignment of factor
19 scores to new job classifications.

20 Sec. 11. LIBERAL INTERPRETATION. The provisions of this
21 Act and all proceedings under this Act shall be liberally
22 construed with a view to promoting its objectives and
23 assisting the parties in obtaining justice.

24 Sec. 12. This Act, being deemed of immediate importance,
25 takes effect from and after its publication in the Iowa City
26 Press-Citizen, a newspaper published in Iowa City, Iowa, and
27 in The Jefferson Bee, a newspaper published in Jefferson,
28 Iowa.

29 EXPLANATION

30 This bill provides additional procedures and conditions for
31 the implementation of comparable worth pay adjustments for
32 state employees and amends 1984 Iowa Acts, chapter 1314.

33 Section 1 is a technical amendment providing an internal
34 reference in the definition of comparable worth pay grade to
35 the new review process established in this bill.

1 Section 2 prohibits state employees from being downgraded
2 from current pay grades or frozen at current pay levels
3 because of the implementation of comparable worth adjustments
4 until after January 1, 1986.

5 Section 3 authorizes the implementation of comparable worth
6 pay plans for exempt or partially exempt positions during the
7 fiscal year 1985 if the employees have had an opportunity to
8 have their job titles reviewed and funds are available. The
9 section also allows comparable worth adjustments upward above
10 pay grade 32 if the opportunity for review has been given and
11 funds are available.

12 Section 4 establishes a review process for all state
13 employees who have not had an opportunity to have their job
14 titles reviewed as to factor scores and factor-determined
15 scores. The review process is to be administered by the
16 public employment relations board. The review requests are to
17 be heard by three-member hearing boards consisting of one
18 member appointed by the public employment relations board, one
19 member appointed by the Iowa merit employment department, and
20 one member appointed by the employee organization if the
21 petitioner is under contract or by employees of the job class
22 under procedures of the public employment relations board if
23 the petitioner is noncontractual. The review process is to be
24 completed by January 1, 1986.

25 Section 5 freezes new pay adjustments under comparable
26 worth plans until the job titles are reviewed or an
27 opportunity for review has expired. Upward comparable worth
28 pay adjustments due shall be paid in lump sum for the pay
29 periods beginning June 28, 1985.

30 Section 6 restores any step reduction or equivalent pay
31 adjustment lost by state employees during the initial
32 comparable worth implementation phase effective with the first
33 pay period beginning after July 1, 1987.

34 Section 7 provides for an interim study of state personnel
35 systems, policies, and procedures. This study includes pay

1 plans, desirability of a single pay plan, examinations,
2 classification systems, confidential classifications,
3 recommendations for amendments to chapter 19A, and affirmative
4 action programs. A nine-member study committee is created
5 composed of three legislators from each house, two members ap-
6 pointed by the governor, and a member with personnel system
7 expertise appointed by the legislative council.

8 Section 8 provides for an interim study of female-dominated
9 jobs to determine whether discrimination remains in
10 compensation for work of comparable worth between jobs held
11 predominantly by women and jobs held predominantly by men. A
12 seven-member committee is created with three legislators from
13 each house and one member appointed by the governor.

14 Section 9 prohibits public employers and employee
15 organizations from bargaining for an agreement which dis-
16 criminate on the basis of race, sex, religion, or national
17 origin, or in compensation for work of comparable worth be-
18 tween jobs held predominantly by women and jobs held pre-
19 dominantly by men.

20 Section 10 directs the Iowa merit employment department and
21 other state agencies having exempt or partially exempt
22 positions to establish, by rule, procedures to provide for an
23 ongoing review of the implementation of the comparable worth
24 compensation policy and the application of comparable worth
25 principles and scores to new job classifications.

26 Section 11 provides that the provisions of this bill are to
27 be liberally construed with a view to promoting their
28 objectives and assisting parties in obtaining justice.

29 This bill is effective upon publication.

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HOUSE FILE 753

FISCAL NOTE

REQUESTED BY REPRESENTATIVE LLOYD-JONES

In compliance with a written request received March 29, 1985, a fiscal note for HOUSE FILE 753 is hereby submitted pursuant to Joint Rule 17. Data used in developing this fiscal note are available from the Legislative Fiscal Bureau to members of the Legislature upon request.

House File 753 provides additional procedures and conditions for the implementation of comparable worth pay adjustments for state employees and amends 1984 Iowa Acts, Chapter 1314.

Section 1 is a technical amendment providing an internal reference in the definition of comparable worth pay grade to the new review process established in this bill. This section has no fiscal impact.

Section 2 prohibits state employees from being downgraded from current pay grades or frozen at current pay levels because of the implementation of comparable worth adjustments until after January 1, 1986.

Fiscal Impact: Comparable worth adjustments began with the pay March 8, 1985 pay period. Contractual employees whose current pay grades were found to be above their comparable worth pay grade were not downgraded according to the collective bargaining agreement. Non-contractual employees whose current pay grades were found to be above their comparable worth pay grade were downgraded to the comparable worth pay grade. However, no employees received a salary reduction as a result of this implementation, therefore, this section has no fiscal effect.

Section 3 authorizes the implementation of comparable worth pay plans for exempt or partially exempt positions during the fiscal year 1985 if the employees have had an opportunity to have their job titles reviewed and funds are available.

Fiscal Impact: \$5,000,000 was appropriated in FY 1985 for comparable worth salary adjustments. At this time it is not known if there will be any funds available from the \$5,000,000 for implementation of comparable worth for the non-merit employees in FY 1985.

Section 4 establishes a review process for all state employees who have not had an opportunity to have their job titles reviewed as to factor scores and factor-determined scores. The review process is to be administered by the Public Employment Relations Board (PER Board) and is to be completed by January 1, 1986. Review requests are to be heard by three member hearing boards consisting of:

1. 1 member appointed by the PER Board
2. 1 member appointed by the Iowa Merit Employment Department
3. 1 member appointed by the employee organization if the petitioner is under contract or 1 member appointed by employees of the job class under procedures of the public employment relations board if the employee is non-contractual.

Fiscal Impact: The review process will involve two state agencies, the Iowa Merit Employment Department and the Public Employment Relations Board. The Merit Employment Department estimates the review process will cost \$2,681 in FY 1985 and \$16,111 in FY 1986. Costs include expenses for review forms, state employee access to comparable worth information which includes staff and support for a review room in the Grimes building for a period of two months, and expenses associated with the scheduling of review hearings.

The Public Employment Relations Board will incur increased costs of approximately \$25,179 for FY 1986. This includes the salary of a Labor Relations Examiner II and a Secretary II

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for a period of six months. The estimate assumes that the hearings will be held in Des Moines and that the cost of the other two board members will be assumed by employer representative and the employee representative.

The net fiscal impact of this Section 4 is approximately \$2,681, in FY 1985 and \$41,290 in FY 1986.

Section 5 freezes new pay adjustments under comparable worth plans until the job titles are reviewed or an opportunity for review has expired. Upward comparable worth pay adjustments due shall be paid in lump sum for the pay periods beginning June 28, 1985. The fiscal impact of the section cannot be determined.

Section 6 restores any step reduction or equivalent pay adjustment lost by state employees during the initial comparable worth implementation phase effective with the first pay period beginning after July 1, 1987.

Fiscal Impact: Effective March 8, 1985, comparable worth pay adjustments have been made by the State Comptroller as follows: 1. Contractual employees: Upward salary adjustments made step to step less on step according to the collective bargaining agreement. Approximately, 8,700 contractual employees received pay grade increases. 2. Non-contractual employees: Upward salary adjustments made step to step. Approximately, 1980 non-contractual employees received pay grade increases.

Estimating the fiscal impact of this section is difficult. Contractual employees on step 1 of a pay grade who are to receive a grade increase are adjusted step to step. (They do not lose a merit step.) Employees on step 6 lose the step but their anniversary dates have been changed and therefore their eligibility date for a merit increase has been changed. Many of these employees will receive a step increase prior to July 1, 1985 and therefore the provisions of this section would not apply to these employees. Employees above step 6 of a pay grade also do not lose a step, but they are no longer eligible for a merit increase. It is not possible to accurately estimate the number of contractual employees who lost a step and would have it restored on July 1, 1987. This fiscal effect of this section would be in the range of \$2.50 to 400 million if the step was restored on July 1, 1987.

Section 7 provides for an interim study of state personnel systems, policies, and procedures. A study committee is created composed of three legislators from each house, two members appointed by the Governor and a member with personnel system expertise appointed by the Legislative Council. Section 8 provides for an interim study of female-dominated jobs to determine whether discrimination remains in compensation for work of comparable worth between jobs held predominantly by women and jobs held predominantly by men. A study committee created consisting of three legislators from each house and one member appointed by the Governor.

Fiscal Impact: Funds for the interim studies will be appropriated according to Sections 2.44 and 2.12 of the Code.

Section 9 prohibits public employers and employee organizations from bargaining for an agreement which discriminates on the basis of race, sex, religion, or national origin, or compensation for work of comparable worth between jobs held predominantly by women and jobs held predominantly by men. This section has no fiscal impact.

Section 10 directs the Iowa Merit Employment department and other state agencies having

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exempt or partially exempt positions to establish, by rule, procedures to provide for an ongoing review of the implementation of the worth compensation policy and the application of comparable worth principles and scores to new job classifications.

Fiscal Impact: The ongoing review of the implementation of comparable worth will require rule revisions and pay plan revisions. This cost was included in the fiscal estimate of Section 4.

Section 11 provides that the provisions of this bill are to be liberally construed with a view to promoting their objectives and assisting parties in obtaining justice.

Sources: Comptroller's Office, Judicial Department

(LSB 2821H, HML)

FILED APRIL 4, 1985

BY DENNIS PROUTY, FISCAL DIRECTOR

HOUSE FILE 753

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1 Amend amendment, H-3634 to House File 753 as
2 follows:

3 1. By striking page 1, line 4 through page 2,
4 line 45 and inserting the following:

5 "Section 1. REVIEW OF FACTOR SCORES AND FACTOR
6 DETERMINED SCORES.

7 1. Any state employee may request review of the
8 factor scores or the factor determined score that
9 employee's job title received under the study com-
10 missioned under 1983 Iowa Acts, chapter 170, section
11 2, or under a study required of a state agency to
12 implement the requirements of section 79.18. Requests
13 for review by more than one employee within a job
14 title shall be considered together, and a request for
15 review by one or more employees within a job title
16 shall be considered as a request on behalf of all
17 employees in that job title.

18 2. The Iowa merit employment department may
19 request review of factor scores or the factor
20 determined scores on any job titles under the state
21 merit system. The requests for review shall be
22 available to merit employees prior to the notice
23 required in subsection 4. The request shall include
24 the reasons for review of the factor scores and the
25 Iowa merit employment department's recommended changes
26 in the factor scores.

27 3. State agencies with employees exempt or par-
28 tially exempt from the state merit system may request
29 review of factor scores or factor-determined scores
30 received for job titles under a study required of a
31 state agency to implement the requirements of section
32 79.18. The requests for review shall be available to
33 their nonmerit employees prior to the notice required
34 in subsection 4. The request shall include the
35 reasons for the review of the factor scores and the
36 state agency's recommended changes in the factor
37 scores.

38 4. Employees shall be notified of their right to
39 request review of their factor scores and factor
40 determined scores with one or more biweekly pay checks
41 or monthly pay checks if employees are paid monthly.
42 The Iowa merit employment department shall make
43 "request for review" forms available to all
44 departments and agencies and shall provide complete
45 access to information regarding the study and the
46 methods for determining factor scores in the system.
47 Employees shall have at least four weeks from the time
48 the first notice of the right to request review is
49 distributed in which to file a request for review.

50 5. Requests for review shall be filed with the

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1 public employment relations board. A request for
2 review shall be heard by a hearing board established
3 for that purpose. One member of the board shall be
4 appointed by the public employment relations board;
5 one member shall be appointed by the Iowa merit
6 employment department to represent the employing
7 agency; and one member shall be appointed by an
8 employee organization if the petitioner is subject to
9 a collective bargaining agreement or by the employees
10 of the job class under procedures established by the
11 public employment relations board if the petitioner is
12 not subject to a collective bargaining agreement. The
13 public employment relations board shall adopt rules
14 establishing procedures for the conduct of the
15 hearings and specifying the responsibilities of the
16 hearing officers. The rules shall also provide for
17 the scheduling of hearings and the notification of
18 participants. The decision of a hearing board on a
19 request for review is final. The proceedings and
20 decision of an appeal board under this section do not
21 constitute a contested case proceeding or a final
22 agency action under the Iowa Administrative Procedures
23 Act and the proceedings and decision of an appeal
24 board are exempt from review or other proceedings
25 under the Iowa administrative procedure act.

26 6. This section does not apply to state employees
27 who were given the opportunity to have their job
28 titles reviewed as a part of a study completed for an
29 agency with positions which are exempt or partially
30 exempt from the state merit system.

31 7. The review process under this section shall be
32 completed by March 1, 1986.

33 Sec. 2. 1984 Iowa Acts, chapter 1314, section 3,
34 unnumbered paragraph 1 and subsection 1, are amended
35 to read as follows:

36 For noncontractual employees under the state merit
37 system, the following implementation schedule applies
38 for the initial phase of comparable worth adjustments,
39 except that a job classification shall not be placed
40 at a pay grade lower than its assignment on January 1,
41 1985, until after completion of the review process
42 under section 1 of this Act:

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

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1 implementation process. ~~This implementation shall~~
2 ~~only be done after completion of the review process.~~

3 Sec. 3. 1984 Iowa Acts, chapter 1314, section 8,
4 is amended to read as follows:

5 AGENCY COMPARABLE WORTH REPORTS. Agencies with
6 positions which are exempt or partially exempt from
7 the state merit system shall report to the governor
8 and the legislative council by December 15, 1984, on
9 the degree to which the salary plans covering
10 positions substantially equivalent to those in the
11 state merit system comply with the provisions of 1983
12 Iowa Acts, chapter 170. The reports shall include a
13 plan for implementation in fiscal year 1986 of
14 comparable worth salary adjustments, if necessary, and
15 the amount of appropriations necessary to implement
16 those adjustments. However, plans developed pursuant
17 to this section may be implemented in the fiscal year
18 1985 if funds are available from funds appropriated in
19 1984 Iowa Acts, chapter 1314, section 7, and if funds
20 are not available, beginning with the first pay period
21 after July 1, 1985. Implementation of this section
22 shall be consistent with other sections of this Act
23 and section 79.18. Notwithstanding sections 602.1204,
24 602.1208, 602.1209, and 602.1401 of the Iowa Code, the
25 provisions of this section of this Act shall be
26 applicable to the judicial department.

27 Sec. 4. INTERIM STUDY OF PERSONNEL MANAGEMENT
28 STRUCTURES AND POLICIES. The legislative council
29 shall establish an interim study committee to conduct
30 a comprehensive review of personnel management
31 structures and policies excluding personnel systems
32 under the state board of regents. The membership
33 shall consist of eleven members, three legislators
34 from each house appointed by the legislative council,
35 one person appointed by the governor, and four persons
36 with expertise in personnel matters appointed by the
37 legislative council.

38 Legislative members of the committee are entitled
39 to per diem and expenses as provided for interim study
40 committee members in section 2.44. Public members who
41 are not public employees are entitled to a per diem of
42 forty dollars for attending committee meetings.
43 Public members and public employee members are en-
44 titled to reimbursement for travel and other necessary
45 expenses actually incurred in the performance of their
46 duties on the committee. Payment for authorized per
47 diem and expenses shall be made as provided in section
48 2.12.

49 The committee shall make recommendations to the
50 governor, the legislative council, and the general

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1 assembly by January 1, 1986.

2 Sec. 5. INTERIM STUDY ON FEMALE DOMINATED JOBS.
3 The legislative council shall establish an interim
4 study committee to conduct a complete review of all
5 female-dominated jobs to determine whether
6 discrimination remains in compensation for work of
7 comparable worth between jobs held predominantly by
8 women and jobs held predominantly by men. The
9 membership shall consist of seven members, three
10 legislators from each house appointed by the
11 legislative council and one person appointed by the
12 governor.

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

23 The committee shall make recommendations to the
24 governor, the legislative council, and the general
25 assembly by January 1, 1986.

26 Sec. 6. Section 20.3, Code 1985, is amended by
27 adding the following new subsection:

28 NEW SUBSECTION. 13. "Comparable worth" means the
29 value of work as measured by the composite score of
30 the skill, effort, responsibility, and working
31 conditions normally required in the performance of
32 work for the employer as defined in section 79.18.
33 Job classifications used for determining comparable
34 worth shall include all job classifications of the
35 public employer.

36 Sec. 7. Section 79.18, Code 1985, is amended by
37 adding the following new unnumbered paragraph:

38 NEW UNNUMBERED PARAGRAPH. The Iowa merit
39 employment department for state merit system employees
40 and the employing agency for exempt or partially
41 exempt employees in their respective agencies shall
42 adopt rules, as provided in chapter 17A, to provide
43 for an ongoing review of the implementation of the
44 comparable worth compensation policy. The rules shall
45 include a mechanism for reviewing the assignment of
46 factor scores to new job classifications.

47 Sec. 8. LIBERAL INTERPRETATION. The provisions of
48 this Act and all proceedings under this Act shall be
49 liberally construed with a view to promoting its
50 objectives and assisting the parties in obtaining

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1 justice.

2 Sec. 9. This Act, being deemed of immediate
3 importance, takes effect from and after its
4 publication in the Iowa City Press-Citizen, a
5 newspaper published in Iowa City, Iowa, and in The
6 Jefferson Bee, a newspaper published in Jefferson,
7 Iowa."

BY DODERER of Johnson
CARPENTER of Polk
NORLAND of Worth
HANSON of Delaware
LLOYD-JONES of Johnson
CONNORS of Polk
BUHR of Polk
ZIMMERMAN of Dallas
GRONINGA of Cerro Gordo
OLLIE of Clinton
OSTERBERG of Linn
JOHNSON of Winneshiek
GRUHN of Dickinson
ARNOULD of Scott
BAXTER of Des Moines

SHERZAN of Polk
BLANSHAN of Greene
HAMMOND of Story
HALVORSON of Webster
TEAFORD of Black Hawk
CARTER of Henry
MCKEAN of Jones
MULLINS of Kossuth
CLARK of Cerro Gordo
BRAMMER of Linn
HUGHES of Union
PETERSON of Carroll
SHOULTZ of Black Hawk
FEY of Scott
O'KANE of Woodbury

H-3751 FILED APRIL 11, 1985 NOT GERMANE, MOTION TO
SUSPEND RULES TO CONSIDER-PREVAILED, ADOPTED (p. 1462)

HOUSE FILE 753

H-3757

1 Amend amendment H-3634 to House File 753 as
2 follows:
3 1. By striking page 1, line 4 through page 2,
4 line 45, and inserting the following:
5 "Section 1. Section 79.18, Code 1985, is
6 repealed."

H-3757 FILED APRIL 11, 1985 BY WELDEN of Hardin
OUT OF ORDER (p. 1465)

HOUSE FILE 753

H-3715

1 Amend the amendment, H-3634, to House File 753 as
2 follows:
3 1. Page 2, by inserting after line 40 the
4 following:
5 "Sec. ____ . 1984 Iowa Acts, chapter 1314, section
6 9, is amended by adding the following new unnumbered
7 paragraph:
8 NEW UNNUMBERED PARAGRAPH. After July 1, 1987,
9 state employees in job titles whose assigned pay grade
10 is above their comparable worth pay grade are eligible
11 for step increases to the maximum step in their
12 current pay grade and cost of living adjustments.
13 After reaching the maximum step in their assigned pay
14 grade, the employees are eligible for cost of living
15 adjustments only. New employees hired after July 1,
16 1987, to job titles which are above their comparable
17 worth pay grade shall be hired at the comparable worth
18 pay grade for that job title."

H-3715 FILED APRIL 9, 1985 BY CARL of Poweshiek

Please o/s 4/11 (p. 1462)

HOUSE FILE 753

H-3693

1 Amend the amendment, H-3634, to House File 753 as
2 follows:

3 1. Page 2, by inserting after line 40 the
4 following:

5 "Sec. ____ . Section 20.3, Code 1985, is amended by
6 adding the following new subsection:

7 NEW SUBSECTION. 13. "Comparable worth" means the
8 value of work as measured by the composite score of
9 the skill, effort, responsibility, and working
10 conditions normally required in the performance of
11 work for the employer as defined in section 79.8. Job
12 classifications used for determining comparable worth
13 shall include all job classifications of the public
14 employer.

15 Sec. ____ . Section 20.9, unnumbered paragraph 1,
16 Code 1985, is amended to read as follows:

17 The public employer and the employee organization
18 shall meet at reasonable times, including meetings
19 reasonably in advance of the public employer's budget-
20 making process, to negotiate in good faith with
21 respect to wages, comparable worth, hours, vacations,
22 insurance, holidays, leaves of absence, shift
23 differentials, overtime compensation, supplemental
24 pay, seniority, transfer procedures, job
25 classifications, health and safety matters, evaluation
26 procedures, procedures for staff reduction, in-service
27 training and other matters mutually agreed upon.
28 Negotiations shall also include terms authorizing dues
29 checkoff for members of the employee organization and
30 grievance procedures for resolving any questions
31 arising under the agreement, which shall be embodied
32 in a written agreement and signed by the parties. If
33 an agreement provides for dues checkoff, a member's
34 dues may be checked off only upon the member's written
35 request and the member may terminate the dues checkoff
36 at any time by giving thirty days' written notice.
37 Such obligation to negotiate in good faith does not
38 compel either party to agree to a proposal or make a
39 concession."

40 2. By numbering sections as necessary.

BY DODERER of Johnson
CARPENTER of Polk
HANSON of Delaware
CARTER of Henry
CONNORS of Polk

H-3693 FILED APRIL 9, 1985

closed 4/11 (p 1462)

HOUSE FILE 753

H-3694

1 Amend the amendment, H-3636, to House File 753 as
2 follows:

3 1. Page 5, by striking lines 21 through 27 and
4 inserting the following:

5 "Sec. ____ . Section 20.3, Code 1985, is amended by
6 adding the following new subsection:

7 NEW SUBSECTION. 13. "Comparable worth" means the
8 value of work as measured by the composite score of
9 the skill, effort, responsibility, and working
10 conditions normally required in the performance of
11 work for the employer as defined in section 79.18.
12 Job classifications used for determining comparable
13 worth shall include all job classifications of the
14 public employer.

15 Sec. ____ . Section 20.9, unnumbered paragraph 1,
16 Code 1985, is amended to read as follows:

17 The public employer and the employee organization
18 shall meet at reasonable times, including meetings
19 reasonably in advance of the public employer's budget-
20 making process, to negotiate in good faith with
21 respect to wages, comparable worth, hours, vacations,
22 insurance, holidays, leaves of absence, shift
23 differentials, overtime compensation, supplemental
24 pay, seniority, transfer procedures, job
25 classifications, health and safety matters, evaluation
26 procedures, procedures for staff reduction, in-service
27 training and other matters mutually agreed upon.
28 Negotiations shall also include terms authorizing dues
29 checkoff for members of the employee organization and
30 grievance procedures for resolving any questions
31 arising under the agreement, which shall be embodied
32 in a written agreement and signed by the parties. If
33 an agreement provides for dues checkoff, a member's
34 dues may be checked off only upon the member's written
35 request and the member may terminate the dues checkoff
36 at any time by giving thirty days' written notice.
37 Such obligation to negotiate in good faith does not
38 compel either party to agree to a proposal or make a
39 concession."

40 2. By numbering sections as necessary.

BY DODERER of Johnson
CARPENTER of Polk
HANSON of Delaware
CARTER of Henry
CONNORS of Polk

H-3694 FILED APRIL 9, 1985

Please 2/6 4/11 (7.1463)

HOUSE FILE 753

1 Amend the amendment, H-3634, to House File 753 as
2 follows:

3 1. Page 1, by striking lines 34 through 36 and
4 inserting the following: "worth pay grade. However;
5 ~~no-job-titles-shall-be-raised-above-pay-grade-thirty-~~
6 ~~two-under-the-initial-implementation-process--This~~
7 ~~implementation-shall"~~.

8 2. Page 1, line 37, by inserting after the word
9 "process:" the following: "Employees in female-
10 dominated job titles with comparable worth pay grades
11 above pay grade thirty-two shall be raised to their
12 comparable worth pay grades in the fiscal year 1985 if
13 funds are available and if funds are not available,
14 beginning with the first pay period after July 1,
15 1985."

BY DODERER of Johnson
METCALF of Polk
ZIMMERMAN of Dallas

H-3673 FILED APRIL 4, 1985
Placed o/o (p. 1462)

HOUSE FILE 753

H-3674

1 Amend the amendment H-3634 to House File 753 as
2 follows:

3 1. Page 2, by inserting after line 40 the
4 following:

5 "Sec. ____ . Section 79.18, Code 1985, is amended by
6 adding the following new unnumbered paragraph:
7 NEW UNNUMBERED PARAGRAPH. The Iowa merit
8 employment department for state merit system employees
9 and the employing agency for exempt or partially
10 exempt employees in their respective agencies shall
11 adopt rules, as provided in chapter 17A, to provide
12 for an ongoing review of the implementation of the
13 comparable worth compensation policy. The rules shall
14 include a mechanism for reviewing the assignment of
15 factor scores to new job classifications."

BY DODERER of Johnson
CARPENTER of Polk

H-3674 FILED APRIL 4, 1985
Placed o/o 4/11 (p. 1462)

HOUSE FILE 753

H-3682

1 Amend the amendment, H-3636, to House File 753 as
2 follows:

3 1. Page 4, by inserting after line 21 the
4 following:

5 "After July 1, 1987, state employees in job titles
6 whose assigned pay grade is above their comparable
7 worth pay grade are eligible for step increases to the
8 maximum step in their current pay grade and cost of
9 living adjustments. After reaching the maximum step
10 in their assigned pay grade, the employees are
11 eligible for cost of living adjustments only. New
12 employees hired after July 1, 1987, to job titles
13 which are above their comparable worth pay grade shall
14 be hired at the comparable worth pay grade for that
15 job title."

H-3682 FILED APRIL 8, 1985 BY CARL of Poweshiek
Placed o/o 4/11 (p. 1463)

HOUSE FILE 753

H-3676

1 Amend the amendment, H-3634, to House File 753 as
2 follows:

3 1. Page 2, by inserting after line 40 the
4 following:

5 "Sec. ____ . INTERIM STUDY OF PERSONNEL MANAGEMENT
6 STRUCTURES AND POLICIES. The legislative council
7 shall establish an interim study committee to conduct
8 a comprehensive review of personnel management
9 structures and policies excluding personnel systems
10 under the state board of regents. The membership
11 shall consist of eleven members, three legislators
12 from each house appointed by the legislative council,
13 one person appointed by the governor, and four persons
14 with expertise in personnel matters appointed by the
15 legislative council.

16 Legislative members of the committee are entitled
17 to per diem and expenses as provided for interim study
18 committee members in section 2.44. Public members who
19 are not public employees are entitled to a per diem of
20 forty dollars for attending committee meetings.

21 Public members and public employee members are en-
22 titled to reimbursement for travel and other necessary
23 expenses actually incurred in the performance of their
24 duties on the committee. Payment for authorized per
25 diem and expenses shall be made as provided in section
26 2.12.

27 The committee shall make recommendations to the
28 governor, the legislative council, and the general
29 assembly by January 1, 1986."

BY DODERER of Johnson
BUHR of Polk
CARPENTER of Polk

H-3676 FILED APRIL 4, 1985

o/o 4/11 (g)

HOUSE FILE 753

H-3671

1 Amend House amendment H-3634 to House File 753
2 as follows:

3 1. Page 2, line 34, by striking the word "may"
4 and inserting in lieu thereof the word "shall".

H-3671 FILED APRIL 4, 1985

BY DODERER of Johnson

o/o 4/11 (g)

HOUSE FILE 753

H-3670

1 Amend the amendment, H-3634, to House File 753 as
2 follows:

3 1. Page 2, by inserting after line 40 the
4 following:

5 "Sec. ____ . INTERIM STUDY ON FEMALE DOMINATED JOBS.
6 The legislative council shall establish an interim
7 study committee to conduct a complete review of all
8 female-dominated jobs to determine whether
9 discrimination remains in compensation for work of
10 comparable worth between jobs held predominantly by
11 women and jobs held predominantly by men. The
12 membership shall consist of seven members, three
13 legislators from each house appointed by the
14 legislative council and one person appointed by the
15 governor.

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

26 The committee shall make recommendations to the
27 governor, the legislative council, and the general
28 assembly by January 1, 1986."

BY DODERER of Johnson
BUHR of Polk

H-3670 FILED APRIL 4, 1985

o/a 4/11 (p. 1462)

HOUSE FILE 753

H-3675

1 Amend the amendment H-3634 to House File 753 as
2 follows:

3 1. Page 2, by inserting after line 40 the
4 following:

5 "Sec. ____ . LIBERAL INTERPRETATION. The provisions
6 of this Act and all proceedings under this Act shall
7 be liberally construed with a view to promoting its
8 objectives and assisting the parties in obtaining
9 justice."

BY DODERER of Johnson
SWARTZ of Marshall

H-3675 FILED APRIL 4, 1985

o/a 4/11 (p. 1432)

H-3652

1 Amend the amendment, H-3636 to House File 753 as
 2 follows:
 3 1. Page 5, by striking lines 21 through 27 and
 4 inserting the following:
 5 "Sec. 9. Section 20.10, Code 1985, is amended by
 6 adding the following new subsection:
 7 NEW SUBSECTION. 5. It is prohibited practice for
 8 a state public employer or a state public employee
 9 organization to bargain for an agreement which
 10 discriminates on the basis of race, sex, religion, or
 11 national origin, or in compensation for work of
 12 comparable worth between jobs held predominantly by
 13 women and jobs held predominantly by men. "Comparable
 14 worth" means the value of work as measured by the
 15 composite of skill, effort, responsibility, and
 16 working conditions normally required in the
 17 performance of work."

BY HANSON of Delaware
 HAMMOND of Story

H-3652 FILED APRIL 4, 1985

o/s 4/11 (p. 1463)

HOUSE FILE 753

H-3653

1 Amend the amendment, H-3636, to House File 753 as
 2 follows:
 3 1. Page 4, by inserting after line 21 the
 4 following:
 5 "Sec. ____ . RESTORATION OF STEP OR EQUIVALENT
 6 REDUCTION. Effective with the first pay period
 7 beginning after July 1, 1987, any step reduction
 8 within a salary range or equivalent pay adjustment
 9 reduction given a state employee in the implementation
 10 of the first phase of comparable worth pay adjustments
 11 under 1984 Iowa Acts, chapter 1314, section 3,
 12 subsection 2 is restored to the employee."
 13 2. By renumbering sections as necessary.

BY CARTER of Henry
 VARN of Johnson
 HAMMOND of Story

H-3653 FILED APRIL 4, 1985

o/s 4/11 (p. 1463)

HOUSE FILE 753

H-3657

1 Amend the amendment, H-3636 to House File 753 as
 2 follows:
 3 1. Page 5, by inserting after line 27 the
 4 following:
 5 "Sec. ____ . Section 20.10, Code 1985, is amended by
 6 adding the following new subsection:
 7 NEW SUBSECTION. 5. It is prohibited practice for
 8 a state public employer or a state public employee
 9 organization to bargain for an agreement which
 10 discriminates on the basis of race, sex, religion, or
 11 national origin, or in compensation for work of
 12 comparable worth between jobs held predominantly by
 13 women and jobs held predominantly by men. "Comparable
 14 worth" means the value of work as measured by the
 15 composite of skill, effort, responsibility, and
 16 working conditions normally required in the
 17 performance of work."

BY HANSON of Delaware
 HAMMOND of Story

H-3657 FILED APRIL 4, 1985

o/s 4/11 (p. 1463)

H-3650

1 Amend the amendment, H-3634 to House File 753 as
 2 follows:
 3 1. Page 2, by inserting after line 40 the
 4 following:
 5 "Sec. 9. Section 20.10, Code 1985, is amended by
 6 adding the following new subsection:
 7 NEW SUBSECTION. 5. It is a prohibited practice
 8 for a state public employer or a state public employee
 9 organization to bargain for an agreement which
 10 discriminates on the basis of race, sex, religion, or
 11 national origin, or in compensation for work of
 12 comparable worth between jobs held predominantly by
 13 women and jobs held predominantly by men. "Comparable
 14 worth" means the value of work as measured by the
 15 composite of the skill, effort, responsibility, and
 16 working conditions normally required in the
 17 performance of work."

BY HANSON of Delaware

H-3650 FILED APRIL 4, 1985

HAMMOND of Story

o/p 4/11/85 (p. 1462)

HOUSE FILE 753

H-3651

1 Amend House amendment H-3634 to House File 753
 2 as follows:
 3 1. Page 2, by inserting after line 2 the
 4 following:
 5 "3. In implementing the second phase of
 6 comparable worth adjustments for noncontractual
 7 employees under the state merit system and other
 8 state systems, employees whose steps or pay were
 9 adjusted under subsection 2 of this section will
 10 have that step restored or their pay adjusted back
 11 in a consistent manner with those who had their
 12 steps restored commencing with the last pay period
 13 starting prior to July 1, 1986. For contractual
 14 employees under the state merit system and other
 15 state systems, the governor and the certified
 16 bargaining representatives shall implement the
 17 second phase of comparable worth adjustments out-
 18 lined in this section consistent with the provisions
 19 of chapter 20. Any step restoration or pay adjustment
 20 under this subsection shall be in addition to other
 21 adjustments that might have occurred as a result of
 22 general salary or step adjustments for employees."

H-3651 FILED APRIL 4, 1985

BY ROSENBERG of Story

LOST (p. 1382)

HOUSE FILE 753

H-3655

1 Amend House amendment H-3634 to House File 753 as
 2 follows:
 3 1. Page 2, by inserting after line 2 the
 4 following:
 5 "3. In implementing the second phase of comparable
 6 worth adjustments, employees whose steps or pay were
 7 adjusted under subsection two of this section shall
 8 have that step restored or their equivalent pay
 9 adjustment restored commencing July 1, 1986, so that
 10 the effect of subsection two is only a delay until
 11 July 1, 1986 of full upward adjustments for those
 12 receiving comparable worth adjustments."

H-3655 FILED APRIL 4, 1985

BY ROSENBERG of Story

WITHDRAWN (p. 1381)

HOUSE FILE 753

H-3648

- 1 Amend the amendment, H-3636, to House File 753 as
- 2 follows:
- 3 1. Page 4, by inserting after line 21 the
- 4 following:
- 5 "New employees hired after July 1, 1987, to job
- 6 titles which are above their comparable worth pay rate
- 7 shall be hired at the comparable worth pay grade for
- 8 that job title."
- 9 Sec. RESTORATION OF STEP OR EQUIVALENT
- 10 REDUCTION.
- 11 Effective with the first pay period beginning after
- 12 July 1, 1987, any step reduction within a salary range
- 13 or equivalent pay adjustment reduction given a state
- 14 employee in the implementation of the first phase of
- 15 comparable pay adjustments under 1984 Iowa Acts,
- 16 chapter 1314, section 3, subsection 2, is restored to
- 17 the state employee."
- 18 2. By renumbering sections as necessary.

H-3648 FILED APRIL 4, 1985
o/s 4/11 (p. 1463)

BY CARPENTER of Polk
LLOYD-JONES of Johnson

HOUSE FILE 753

H-3649

- 1 Amend the amendment H-3634 to House File 753 as
- 2 follows:
- 3 1. Page 1, by inserting after line 40 the
- 4 following:
- 5 "Sec. Section 20.9, Code 1985, is amended by
- 6 adding the following new unnumbered paragraph:
- 7 NEW UNNUMBERED PARAGRAPH. The implementation of
- 8 comparable worth pay adjustments pursuant to the
- 9 requirements of the state comparable worth
- 10 compensation policy defined in section 79.18 is
- 11 excluded from the scope of negotiations."
- 12 2. By renumbering sections as necessary.

H-3649 FILED APRIL 4, 1985
o/s 4/11 (p. 1462)

BY CARPENTER of Polk
HANSON of Delaware

HOUSE FILE 753

H-3644

- 1 Amend the amendment H-3636 to House File 753 as
- 2 follows:
- 3 1. Page 5, line 27, by inserting after the word
- 4 "negotiations." the following: "Nothing in this
- 5 paragraph shall prohibit or affect negotiations in
- 6 progress on the effective date of this Act."

BY CONNORS of Polk
SHERZAN of Polk
DODERER of Johnson

H-3644 FILED APRIL 4, 1985
o/s 4/11 (p. 1462)

HOUSE FILE 753

H-3641

1 Amend the amendment, H-3636, to House File 753 as
 2 follows:
 3 1. Page 2, line 31, by inserting after the date
 4 "1985." the following: "In the implementation of
 5 comparable worth adjustments, state employees in job
 6 titles whose pay grade for the pay period beginning
 7 February 22, 1985, or for those employees paid on a
 8 monthly basis, the pay period for February, 1985, is
 9 above their comparable worth pay grade shall not be
 10 adjusted downward or frozen. However, new employees
 11 hired after the effective date of this Act to job
 12 titles which are above their comparable worth pay rate
 13 shall be hired at the comparable worth pay grade for
 14 that job title."

BY SWARTZ of Marshall
HANSON of Delaware

H-3641 FILED APRIL 4, 1985
o/s 4/11 (p. 1463)

HOUSE FILE 753

H-3647

1 Amend the amendment, H-3634, to House File 753 as
 2 follows:
 3 1. Page 1, by inserting after line 23 the
 4 following:
 5 "However, new employees hired after July 1, 1987,
 6 to job titles which are above their comparable worth
 7 pay rate shall be hired at the comparable worth pay
 8 grade for that job title."
 9 2. Page 2, by inserting after line 40 the
 10 following:
 11 "Sec. ____ . RESTORATION OF STEP OR EQUIVALENT
 12 REDUCTION.
 13 Effective with the first pay period beginning after
 14 July 1, 1987, any step reduction within a salary range
 15 or equivalent pay adjustment reduction given a state
 16 employee in the implementation of the first phase of
 17 comparable pay adjustments under 1984 Iowa Acts,
 18 chapter 1314, section 3, subsection 2, is restored to
 19 the state employee."

BY CARPENTER of Polk
LLOYD-JONES of Johnson

H-3647 FILED APRIL 4, 1985
ADOPTED (p. 1380)
Motion to reconsider April 8
" o/s 4/11

HOUSE FILE 753

H-3645

1 Amend the amendment H-3634 to House File 753 as
 2 follows:
 3 1. Page 2, by striking lines 3 through 5.

BY CONNORS of Polk
SHERZAN of Polk
DODERER of Johnson

H-3645 FILED APRIL 4, 1985
o/s 4/11 (p. 1462)

HOUSE FILE 753

H-3642

1 Amend the amendment, H-3634 to House File 753 as
2 follows:

3 1. Page 2, by inserting after line 40 the
4 following:

5 "Sec. ____ REVIEW OF FACTOR SCORES AND FACTOR
6 DETERMINED SCORES.

7 1. Any state employee may request review of the
8 factor scores or the factor determined score that
9 employee's job title received under the study com-
10 missioned under 1983 Iowa Acts, chapter 170, section
11 2, or under a study required of a state agency to
12 implement the requirements of section 79.18. Requests
13 for review by more than one employee within a job
14 title shall be considered together, and a request for
15 review by one or more employees within a job title
16 shall be considered as a request on behalf of all
17 employees in that job title.

18 2. The Iowa merit employment department may
19 request review of factor scores or the factor
20 determined scores on any job titles under the state
21 merit system. The requests for review shall be
22 available to merit employees prior to the notice
23 required in subsection 4. The request shall include
24 the reasons for review of the factor scores and the
25 Iowa merit employment department's recommended changes
26 in the factor scores.

27 3. State agencies with employees exempt or par-
28 tially exempt from the state merit system may request
29 review of factor scores or factor-determined scores
30 received for job titles under a study required of a
31 state agency to implement the requirements of section
32 79.18. The requests for review shall be available to
33 their nonmerit employees prior to the notice required
34 in subsection 4. The request shall include the
35 reasons for the review of the factor scores and the
36 state agency's recommended changes in the factor
37 scores.

38 4. Employees shall be notified of their right to
39 request review of their factor scores and factor
40 determined scores with one or more biweekly pay checks
41 or monthly pay checks if employees are paid monthly.
42 The Iowa merit employment department shall make
43 "request for review" forms available to all
44 departments and agencies and shall provide complete
45 access to information regarding the study and the
46 methods for determining factor scores in the system.
47 Employees shall have at least four weeks from the time
48 the first notice of the right to request review is
49 distributed in which to file a request for review.

50 5. Requests for review shall be filed with the

H-3642

Page Two

1 public employment relations board. A request for
 2 review shall be heard by a hearing board established
 3 for that purpose. One member of the board shall be
 4 appointed by the public employment relations board;
 5 one member shall be appointed by the Iowa merit
 6 employment department to represent the employing
 7 agency; and one member shall be appointed by an
 8 employee organization if the petitioner is subject to
 9 a collective bargaining agreement or by the employees
 10 of the job class under procedures established by the
 11 public employment relations board if the petitioner is
 12 not subject to a collective bargaining agreement. The
 13 public employment relations board shall adopt rules
 14 establishing procedures for the conduct of the
 15 hearings and specifying the responsibilities of the
 16 hearing officers. The rules shall also provide for
 17 the scheduling of hearings and the notification of
 18 participants. The decision of a hearing board on a
 19 request for review is final. The proceedings and
 20 decision of an appeal board under this section do not
 21 constitute a contested case proceeding or a final
 22 agency action under the Iowa Administrative Procedures
 23 Act and the proceedings and decision of an appeal
 24 board are exempt from review or other proceedings
 25 under the Iowa Administrative Procedures Act.
 26 6. This section does not apply to state employees
 27 who were given the opportunity to have their job
 28 titles reviewed as a part of a study completed for an
 29 agency with positions which are exempt or partially
 30 exempt from the state merit system.
 31 7. The review process under this section shall be
 32 completed by January 1, 1986."
 33 2. By renumbering as necessary.

BY LLOYD-JONES of Johnson
 HALVORSON of Webster
 HAMMOND of Story
 SWEARINGEN of Keokuk
 H-3642 FILED APRIL 4, 1985
 ADOPTED (j 1379)

HANSON of Delaware
 CARPENTER of Polk
 LONERGAN of Boone
 BAXTER of Des Moines
 HAVEPLAND of Polk

HOUSE FILE 753

H-3643

- 1 Amend House File 753 as follows:
 2 1. By striking page 5, line 34 through page 6,
 3 line 9.
 4 2. By renumbering as necessary.

BY CONNORS of Polk
 SHERZAN of Polk
 DODERER of Johnson

H-3643 FILED APRIL 4, 1985
 o/o 4/11 (j 1463)

HOUSE FILE 753
AMENDMENT H-3636
FISCAL NOTE

REQUESTED BY REPRESENTATIVE JOCHUM

In compliance with a written request received April 3, 1985, a fiscal note for AMENDMENT H-3636 TO HF 753 is hereby submitted pursuant to Joint Rule 17. Data used in developing this fiscal note are available from the Legislative Fiscal Bureau to members of the Legislature upon request.

Amendment H-3636 to House File 753 strikes everything after the enacting clause. The amendment repeals several sections of the 1984 Iowa Acts, Chapter 1314, and restates the current law with the following changes

1. The amendment strikes references in Chapter 1314 to a review process which was vetoed by the Governor.
2. Non-contractual employees in female dominated job titles with comparable worth pay grades above pay grade 32 shall be raised to their comparable worth pay grades in FY 1985 if the funds are available. If the funds are not available, implementation will begin with the first pay period after July 1, 1985.
3. Comparable worth implementation plans for the agencies with positions which are exempt or partially exempt shall implement the plans in FY 1985 if the funds are available. If the funds are not available, implementation will begin with the first pay period after July 1, 1985.
4. The amendment provides for an interim study of state personnel systems, policies, and procedures excluding personnel systems under the state Board of Regents. A study committee is created, composed of three legislators from each house, one person appointed by the Governor, and four persons with expertise in personnel matters appointed by the Legislative Council. It also provides for an interim study of female-dominated jobs to determine whether discrimination remains in compensation for work of comparable worth between jobs held predominantly by women and jobs held predominantly by men. A study committee is created consisting of three legislators from each house and one member appointed by the Governor.
5. Excludes the implementation of comparable worth pay adjustments pursuant to the requirements of the state comparable worth compensation policy defined in Section 79.18 of the Code from the scope of collective bargaining negotiations.
6. The amendment directs the Iowa Merit Employment department and other state agencies having exempt or partially exempt positions to establish, by rule, procedures to provide for an ongoing review of the implementation of the worth compensation policy and the application of comparable worth principles and scores to new job classifications.
7. Provides that the provisions of this bill are to be liberally construed to promoting their objectives and assisting parties in obtaining justice.

Summary of the Fiscal Impact

Amendment H-3636 does not change the current law with regard to the implementation or the funding of comparable worth. The current law states that the non-contractual employees receiving pay grade increases will retain their merit step positions when the adjustments are made. Adjustments are to be made step to step. Current law states that the Governor and the certified bargaining representatives will implement comparable worth consistent with Chapter 20 (Collective Bargaining) for the contractual merit employees. The current collective bargaining agreement for the non-contractual merit employees states that upward salary adjustments will be made one step less than step to step. Assuming comparable

Page Two, Fiscal Note, House File 753, Amendment H-3636

worth implementation and adjustments are fully funded, the table below reflects the cost estimation of comparable worth for FY 86 and FY 87.

(dollars in millions)

Implementation Cost For:	FY 1986			FY 1987		
	Current Law	Proposed Law	Incr / (Decr)	Current Law	Proposed Law	Incr / (Decr)
Merit Employees	\$ 15.2	\$ 15.2	\$ 0	\$ 15.1	\$ 15.1	\$ 0
Judicial Emp.	\$ 6	\$ 6	\$ 0	\$ 6	\$ 6	\$ 0
Bd of Regents*	\$ 3.0	\$ 3.0	\$ 0	\$ 3.0	\$ 3.0	\$ 0
Merit Exempt	\$ 1.6	\$ 1.6	\$ 0	\$ 1.5	\$ 1.5	\$ 0
Est. Gen. Fund Expenditures	<u>\$ 20.4</u>	<u>\$ 20.4</u>	<u>\$ 0</u>	<u>\$ 20.2</u>	<u>\$ 20.2</u>	<u>\$ 0</u>

* The Regents Comparable Worth Study will not be completed until late May, therefore, the figure for the Regents is an estimate.

The Governor has included \$19.0 million a year for Comparable Worth implementation in his budget recommendations for FY 1986 and FY 1987. This recommendation assumed that all upward salary adjustments would be made step to step minus one step.

Sources: Comptroller's Office, Judicial Department

(LSB 2821H.2, HML)

FILED APRIL 4, 1985

BY DENNIS PROUTY, FISCAL DIRECTOR

HOUSE FILE 753

H-3636

1 Amend House File 753 as follows:

2 1. By striking everything after the enacting
3 clause and inserting 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 for
7 the job title and the appropriate pay grade position
8 for that factor determined score on the following
9 scale, except that a job classification shall not be
10 placed at a pay grade lower than its assignment on
11 January 1, 1985:

12	Factor Determined	
13	<u>Score Range:</u>	<u>Pay Grade</u>
14	137--147	10
15	148--158	11
16	159--169	12
17	170--180	13
18	181--191	14
19	192--202	15
20	203--213	16
21	214--224	17
22	225--236	18
23	237--248	19
24	249--261	20
25	262--275	21
26	276--289	22
27	290--304	23
28	305--320	24
29	321--336	25
30	337--354	26
31	355--372	27
32	373--392	28
33	393--412	29
34	413--433	30
35	434--456	31
36	457--480	32
37	481--504	33
38	505--531	34
39	532--558	35
40	559--587	36
41	588--618	37
42	619--650	38
43	651--684	39
44	685--719	40
45	720--757	41
46	758--796	42
47	797--837	43

48 2. "Factor score" means the point score received
49 by a job title on any of the thirteen factors in the
50 study, as developed by the study commissioned under

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1 1983 Iowa Acts, chapter 170, section 2.

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

6 4. "Job title" means one or more positions which
7 are sufficiently similar in duties and
8 responsibilities that each position requires the same
9 minimum qualifications and can be filled based on
10 substantially the same test of ability or fitness, and
11 that the same pay grade can be applied with equity to
12 the positions.

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

18 Sec. 2. NONCONTRACTUAL EMPLOYEES. For
19 noncontractual employees under the state merit system,
20 the following implementation schedule applies for the
21 initial phase of comparable worth adjustments:

22 1. In implementing the first phase of comparable
23 worth adjustments, employees in job titles whose
24 current pay grade is below the comparable worth pay
25 grade shall be adjusted upward to their comparable
26 worth pay grade. Employees in female-dominated job
27 titles with comparable worth pay grades above pay
28 grade thirty-two shall be raised to their comparable
29 worth pay grades in the fiscal year 1985 if funds are
30 available and if funds are not available, beginning
31 with the first pay period after July 1, 1985.

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

36 3. Comparable worth adjustments made in the first
37 phase shall be implemented on or after January 1,
38 1985, with implementation at the earliest pay period
39 possible subject to the limitations in funding
40 provided in 1984 Iowa Acts, chapter 1314, section 7.
41 The amount of funds available under 1984 Iowa Acts,
42 chapter 1314, section 7 for employees covered under
43 this section shall be determined in accordance with
44 section 4 of this Act.

45 Sec. 3. CONTRACTUAL EMPLOYEES. For contractual
46 employees under the state merit system, the governor
47 and the certified bargaining representatives shall
48 implement comparable worth consistent with the
49 provisions of chapter 20.

50 Appropriations made to implement the comparable

H-3636

Page Three

1 worth adjustments as provided in 1984 Iowa Acts,
2 chapter 1314, section 7 and to complete the comparable
3 worth adjustments as provided for in section 5 of this
4 Act, shall be separate and distinct from any
5 appropriations made to implement a collective
6 bargaining agreement negotiated, consistent with
7 chapter 20, between the state and the state's
8 employees.

9 Sec. 4. DISTRIBUTION OF FUNDS. The state
10 comptroller's office, in consultation with the
11 legislative fiscal bureau, shall determine the total
12 biweekly salary costs for implementing the first phase
13 of comparable worth adjustments, if the adjustments
14 for all employees, both contractual and
15 noncontractual, under the merit system were to be made
16 in accordance with section 2, subsections 1 and 2 of
17 this Act, and shall determine the net effect on the
18 general fund for these adjustments.

19 The state comptroller's office shall determine the
20 earliest pay period after December 31, 1984, that the
21 adjustments may be put into effect subject to the
22 limitations of funds provided in 1984 Iowa Acts,
23 chapter 1314, section 7. The Iowa merit employment
24 department shall place those adjustments into effect
25 for noncontractual employees under the state merit
26 system as provided in section 2 of this Act for the
27 earliest pay period in 1985 as determined by the state
28 comptroller and subsequent pay periods during the
29 fiscal year. Other funds available under 1984 Iowa
30 Acts, chapter 1314, section 7 shall be available to
31 meet any negotiated agreements reached under section 3
32 of this Act.

33 Sec. 5. AGENCY COMPARABLE WORTH REPORTS. Agencies
34 with positions which are exempt or partially exempt
35 from the state merit system shall report to the
36 governor and the legislative council by December 15,
37 1984, on the degree to which the salary plans covering
38 positions substantially equivalent to those in the
39 state merit system comply with the provisions of 1983
40 Iowa Acts, chapter 170. The reports shall include a
41 plan for implementation in fiscal year 1986 of
42 comparable worth salary adjustments, if necessary, and
43 the amount of appropriations necessary to implement
44 those adjustments. However, plans developed pursuant
45 to this section shall be implemented in the fiscal
46 year 1985 if funds are available, and if funds are not
47 available, beginning with the first pay period after
48 July 1, 1985. Implementation of this section shall be
49 consistent with other sections of this Act and section
50 79.18. Notwithstanding sections 602.1204, 602.1208,

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Page Four

1 602.1209, and 602.1401 of the Iowa Code, the provi-
2 sions of this section of this Act shall be applicable
3 to the judicial department.

4 Sec. 6. IMPLEMENTATION STAGES. It is the intent
5 of the general assembly that implementation of
6 comparable worth adjustments for state employees,
7 pursuant to section 79.18, be completed in the
8 following three phases:

9 1. The initial phase, with adjustments for merit
10 employees made under this Act for the fiscal year
11 beginning July 1, 1984 and ending June 30, 1985,
12 except as provided in section 5.

13 2. The second phase, with completion of
14 adjustments for merit employees, and with initiation
15 of adjustments for other state employees, for the
16 fiscal year beginning July 1, 1985 and ending June 30,
17 1986.

18 3. The final phase, with completion of any
19 adjustments initiated in the second phase of
20 implementation, for the fiscal year beginning July 1,
21 1986 and ending June 30, 1987.

22 Sec. 7. INTERIM STUDY OF PERSONNEL MANAGEMENT
23 STRUCTURES AND POLICIES. The legislative council
24 shall establish an interim study committee to conduct
25 a comprehensive review of personnel management
26 structures and policies excluding personnel systems
27 under the state board of regents. The membership
28 shall consist of eleven members, three legislators
29 from each house appointed by the legislative council,
30 one person appointed by the governor, and four persons
31 with expertise in personnel matters appointed by the
32 legislative council.

33 Legislative members of the committee are entitled
34 to per diem and expenses as provided for interim study
35 committee members in section 2.44. Public members who
36 are not public employees are entitled to a per diem of
37 forty dollars for attending committee meetings.
38 Public members and public employee members are en-
39 titled to reimbursement for travel and other necessary
40 expenses actually incurred in the performance of their
41 duties on the committee. Payment for authorized per
42 diem and expenses shall be made as provided in section
43 2.12.

44 The committee shall make recommendations to the
45 governor, the legislative council, and the general
46 assembly by January 1, 1986.

47 Sec. 8 INTERIM STUDY ON FEMALE DOMINATED JOBS.
48 The legislative council shall establish an interim
49 study committee to conduct a complete review of all
50 female-dominated jobs to determine whether

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1 discrimination remains in compensation for work of
2 comparable worth between jobs held predominantly by
3 women and jobs held predominantly by men. The
4 membership shall consist of seven members, three
5 legislators from each house appointed by the
6 legislative council and one person appointed by the
7 governor.

8 Legislative members of the committee are entitled
9 to per diem and expenses as provided for interim study
10 committee members in section 2.44. A public member
11 who is not a public employee is entitled to a per diem
12 of forty dollars for attending committee meetings. A
13 public member or public employee member is entitled to
14 reimbursement for travel and other necessary expenses
15 actually incurred in the performance of their duties
16 on the committee. Payment for authorized per diem and
17 expenses shall be made as provided in section 2.12.

18 The committee shall make recommendations to the
19 governor, the legislative council, and the general
20 assembly by January 1, 1986.

21 Sec. 9. Section 20.9, Code 1985, is amended by
22 adding the following new unnumbered paragraph:

23 NEW UNNUMBERED PARAGRAPH. The implementation of
24 comparable worth pay adjustments pursuant to the
25 requirements of the state comparable worth
26 compensation policy defined in section 79.18 is
27 excluded from the scope of negotiations.

28 Sec. 10. Section 79.18, Code 1985, is amended by
29 adding the following new unnumbered paragraph:

30 NEW UNNUMBERED PARAGRAPH. The Iowa merit
31 employment department for state merit system employees
32 and the employing agency for exempt or partially
33 exempt employees in their respective agencies shall
34 adopt rules, as provided in chapter 17A, to provide
35 for an ongoing review of the implementation of the
36 comparable worth compensation policy. The rules shall
37 include a mechanism for reviewing the assignment of
38 factor scores to new job classifications.

39 Sec. 11. LIBERAL INTERPRETATION. The provisions
40 of this Act and all proceedings under this Act shall
41 be liberally construed with a view to promoting its
42 objectives and assisting the parties in obtaining
43 justice.

44 Sec. 12. 1984 Iowa Acts, chapter 1314, sections 1
45 through 6 and 8 through 10, are repealed.

46 Sec. 13. This Act, being deemed of immediate
47 importance, takes effect from and after its
48 publication in the Iowa City Press-Citizen, a
49 newspaper published in Iowa City, Iowa, and in The
50 Jefferson Bee, a newspaper published in Jefferson,

BY DODERER of Johnson
 GRUHN of Dickinson
 HAMMOND of Story
 MULLINS of Kossuth
 BAXTER of Des Moines
 CLARK of Cerro Gordo
 LLOYD-JONES of Johnson
 HANSON of Delaware
 HALVORSON of Webster
 CARTER of Henry
 BUHR of Polk
 OLLIE of Clinton
 SHOULTZ of Black Hawk
 H-3636 FILED APRIL 3, 1985
Class o/c 4/11/85 (p. 1463)

DE GROOT of Lyon
 JOHNSON of Winneshiek
 CHAPMAN of Linn
 ARNOULD of Scott
 GRONINGA of Cerro Gordo
 TEAFORD of Black Hawk
 BLANSHAN of Greene
 SWEARINGEN of Keokuk
 RENKEN of Grundy
 FEY of Scott
 O'KANE of Woodbury
 CARPENTER of Polk
 HUGHES of Union
 OSTERBERG of Linn

HOUSE FILE 753

H-3582

1 Amend House File 753 as follows:
 2 1. Page 1, by striking lines 20 through 22 and
 3 inserting the following: "employees in job titles
 4 whose pay grade for the pay period beginning February
 5 22, 1985, is above their comparable worth pay grade
 6 shall not be adjusted downward or frozen. However,
 7 new employees hired after the effective date of this
 8 Act to job titles which are above their comparable
 9 worth pay rate shall be hired at the comparable worth
 10 pay grade for that job title."

H-3582 FILED APRIL 2, 1985 BY SWARTZ of Marshall
o/c 4/11 (p. 1463)

HOUSE FILE 753

H-3611

1 Amend House File 753 as follows:
 2 1. Page 5, line 35, by striking the word
 3 "subsection" and inserting the following:
 4 "subsections".
 5 2. Page 6, line 1, by inserting after the words
 6 "for a" the following: "state".
 7 3. Page 6, line 2, by inserting after the words
 8 "or a" the following: "state".
 9 4. Page 6, by inserting after line 9 the
 10 following:
 11 "NEW SUBSECTION. 6. It is a prohibited practice
 12 for a public employer of a political subdivision of
 13 this state or a public employee organization
 14 representing employees of a political subdivision of
 15 this state to bargain for an agreement which
 16 discriminates on the basis of race, sex, religion or
 17 national origin.
 18 "NEW SUBSECTION. 7. Effective July 1, 1987, it is
 19 a prohibited practice for a public employer of a
 20 political subdivision of this state or a public
 21 employee organization representing employees of a
 22 political subdivision of this state to bargain for an
 23 agreement which discriminates in compensation for work
 24 of comparable worth as defined in section 79.18
 25 between jobs held predominately by women and jobs held
 26 predominantly by men."

BY HANSON of Delaware
 DODERER of Johnson
 CARPENTER of Polk
o/c 4/11/85 (p. 1463)

HALVORSON of Webster
 BLANSHAN of Greene
 MULLINS of Kossuth

HOUSE FILE 753

H-3634

1 Amend House File 753 as follows:

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

4 "Section 1. 1984 Iowa Acts, chapter 1314, section
5 1, subsection 1, unnumbered paragraphs 1 and 3, are
6 amended to read as follows:

7 "Comparable worth pay grade" means the pay grade as
8 determined by the factor determined score for the job
9 title ~~as finally determined after completion of the~~
10 ~~review process as outlined in this Act~~; and the
11 appropriate pay grade position for that factor
12 determined score on the following scale, except that a
13 job classification shall not be placed at a pay grade
14 lower than its assignment on January 1, 1985:

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

24 Sec. 2. 1984 Iowa Acts, chapter 1314, section 3,
25 unnumbered paragraph 1, and subsections 1 and 2, are
26 amended to read as follows:

27 For noncontractual employees under the state merit
28 system, the following implementation schedule applies
29 for the initial phase of comparable worth adjustments:

30 1. In implementing the first phase of comparable
31 worth adjustments, employees in job titles whose
32 current pay grade is below the comparable worth pay
33 grade shall be adjusted upward to their comparable
34 worth pay grade. However, no job titles shall be
35 raised above pay grade thirty-two under the initial
36 implementation process. ~~This implementation shall~~
37 ~~only be done after completion of the review process.~~

38 2. In implementing the first phase of comparable
39 worth adjustments, employees whose pay grades will be
40 increased shall ~~retain their merit step positions when~~
41 those adjustments are made have their pay adjusted as
42 follows:

43 a. Employees who are paid on a step within a
44 salary range shall be placed one step below their
45 current step in the new range, except that an employee
46 shall not be placed below the minimum salary for the
47 new range.

48 b. Employees who are not paid on a step within a
49 salary range shall have their pay adjusted in a manner
50 consistent with employees whose adjustments for

H-3634

Page Two

1 comparable worth were calculated in accordance with
2 paragraph "a".

3 Sec. 3. 1984 Iowa Acts, chapter 1314, section 4,
4 unnumbered paragraph 1, is amended by striking the
5 unnumbered paragraph.

6 Sec. 4. 1984 Iowa Acts, chapter 1314, section 5,
7 is amended to read as follows:

8 SEC. 5. DISTRIBUTION OF FUNDS. ~~Upon completion of~~
9 ~~the review process as established in section 2 of this~~
10 ~~Act, the~~ The state comptroller's office, in
11 consultation with the legislative fiscal bureau, shall
12 determine the total biweekly salary costs for
13 implementing the first phase of comparable worth
14 adjustments, if the adjustments for all employees,
15 both contractual and noncontractual, under the merit
16 system were to be made in accordance with section 3,
17 subsections 1 and 2 of this Act, and shall determine
18 the net effect on the general fund for these
19 adjustments.

20 Sec. 5. 1984 Iowa Acts, chapter 1314, section 8,
21 is amended to read as follows:

22 SEC. 8. AGENCY COMPARABLE WORTH REPORTS. Agencies
23 with positions which are exempt or partially exempt
24 from the state merit system shall report to the
25 governor and the legislative council by December 15,
26 1984, on the degree to which the salary plans covering
27 positions substantially equivalent to those in the
28 state merit system comply with the provisions of 1983
29 Iowa Acts, chapter 170. The reports shall include a
30 plan for implementation in fiscal year 1986 of
31 comparable worth salary adjustments, if necessary, and
32 the amount of appropriations necessary to implement
33 those adjustments. However, plans developed pursuant
34 to this section may be implemented in the fiscal year
35 1985 if funds are available. Implementation of this
36 section shall be consistent in principle with other
37 sections of chapter 1314. Notwithstanding sections
38 602.1204, 602.1208, 602.1209, and 602.1401 of the Iowa
39 Code, the provisions of this section of this Act shall
40 be applicable to the judicial department.

41 Sec. 6. This Act, being deemed of immediate
42 importance, takes effect from and after its
43 publication in the Telegraph Herald, a newspaper
44 published in Dubuque, Iowa, and in the Ames Daily
45 Tribune, a newspaper published in Ames, Iowa."

BY SHERZAN of Polk

HUMMEL of Benton

PEICK of Linn

McINTEE of Black Hawk

PONCY of Wapello

SWEARINGEN of Keokuk

RENAUD of Polk

RUNNING of Linn

H-3634 FILED APRIL 3, 1985

Adopted as amended by 3751 4/11 (p. 1463)

STATE GOVERNMENT: Bruner, Chair; Carr and Gentleman

HOUSE FILE 753

BY COMMITTEE ON STATE GOVERNMENT

(As Amended and Passed by the House April 11, 1985)

R. Passed House, Date 5-4-85 (p. 2328) Passed Senate, Date 5-3-85 (p. 1930)

Vote: Ayes 76 Nays 16 Vote: Ayes 37 Nays 8

Approved May 20, 1985
Article to reauthorize p. 1963 w/2 5-4

A BILL FOR

1 An Act relating to the implementation of comparable worth
2 pay adjustments, amending 1984 Iowa Acts, chapter 1314,
3 and providing for an effective date.

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

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All New Language
by the House

1 Section 1. REVIEW OF FACTOR SCORES AND FACTOR DETERMINED
2 SCORES.

3 1. Any state employee may request review of the factor
4 scores or the factor determined score that employee's job
5 title received under the study commissioned under 1983 Iowa
6 Acts, chapter 170, section 2, or under a study required of a
7 state agency to implement the requirements of section 79.18.
8 Requests for review by more than one employee within a job
9 title shall be considered together, and a request for review
10 by one or more employees within a job title shall be
11 considered as a request on behalf of all employees in that job
12 title.

13 2. The Iowa merit employment department may request review
14 of factor scores or the factor determined scores on any job
15 titles under the state merit system. The requests for review
16 shall be available to merit employees prior to the notice
17 required in subsection 4. The request shall include the
18 reasons for review of the factor scores and the Iowa merit
19 employment department's recommended changes in the factor
20 scores.

21 3. State agencies with employees exempt or partially
22 exempt from the state merit system may request review of
23 factor scores or factor-determined scores received for job
24 titles under a study required of a state agency to implement
25 the requirements of section 79.18. The requests for review
26 shall be available to their nonmerit employees prior to the
27 notice required in subsection 4. The request shall include
28 the reasons for the review of the factor scores and the state
29 agency's recommended changes in the factor scores.

30 4. Employees shall be notified of their right to request
31 review of their factor scores and factor determined scores
32 with one or more biweekly pay checks or monthly pay checks if
33 employees are paid monthly. The Iowa merit employment
34 department shall make "request for review" forms available to
35 all departments and agencies and shall provide complete access

1 to information regarding the study and the methods for
2 determining factor scores in the system. Employees shall have
3 at least four weeks from the time the first notice of the
4 right to request review is distributed in which to file a
5 request for review.

6 5. Requests for review shall be filed with the public
7 employment relations board. A request for review shall be
8 heard by a hearing board established for that purpose. One
9 member of the board shall be appointed by the public
10 employment relations board; one member shall be appointed by
11 the Iowa merit employment department to represent the
12 employing agency; and one member shall be appointed by an
13 employee organization if the petitioner is subject to a
14 collective bargaining agreement or by the employees of the job
15 class under procedures established by the public employment
16 relations board if the petitioner is not subject to a
17 collective bargaining agreement. The public employment
18 relations board shall adopt rules establishing procedures for
19 the conduct of the hearings and specifying the
20 responsibilities of the hearing officers. The rules shall
21 also provide for the scheduling of hearings and the
22 notification of participants. The decision of a hearing board
23 on a request for review is final. The proceedings and
24 decision of an appeal board under this section do not
25 constitute a contested case proceeding or a final agency
26 action under the Iowa Administrative Procedures Act and the
27 proceedings and decision of an appeal board are exempt from
28 review or other proceedings under the Iowa administrative
29 procedure act.

30 6. This section does not apply to state employees who were
31 given the opportunity to have their job titles reviewed as a
32 part of a study completed for an agency with positions which
33 are exempt or partially exempt from the state merit system.

34 7. The review process under this section shall be
35 completed by March 1, 1986.

1 Sec. 2. 1984 Iowa Acts, chapter 1314, section 3,
2 unnumbered paragraph 1 and subsection 1, are amended to read
3 as follows:

4 For noncontractual employees under the state merit system,
5 the following implementation schedule applies for the initial
6 phase of comparable worth adjustments, except that a job
7 classification shall not be placed at a pay grade lower than
8 its assignment on January 1, 1985, until after completion of
9 the review process under section 1 of this Act:

10 1. In implementing the first phase of comparable worth
11 adjustments, employees in job titles whose current pay grade
12 is below the comparable worth pay grade shall be adjusted
13 upward to their comparable worth pay grade. However, no job
14 titles except nursing service director, director of nursing,
15 and director of public health nursing shall be raised above
16 pay grade thirty-two under the initial implementation process.
17 ~~This implementation shall only be done after completion of the~~
18 ~~review process.~~

19 Sec. 3. 1984 Iowa Acts, chapter 1314, section 8, is
20 amended to read as follows:

21 AGENCY COMPARABLE WORTH REPORTS. Agencies with positions
22 which are exempt or partially exempt from the state merit
23 system shall report to the governor and the legislative
24 council by December 15, 1984, on the degree to which the
25 salary plans covering positions substantially equivalent to
26 those in the state merit system comply with the provisions of
27 1983 Iowa Acts, chapter 170. The reports shall include a plan
28 for implementation in fiscal year 1986 of comparable worth
29 salary adjustments, if necessary, and the amount of
30 appropriations necessary to implement those adjustments.
31 However, plans developed pursuant to this section may be
32 implemented in the fiscal year 1985 if funds are available
33 from funds appropriated in 1984 Iowa Acts, chapter 1314,
34 section 7, and if funds are not available, beginning with the
35 first pay period after July 1, 1985. Implementation of this

1 section shall be consistent with other sections of this Act
2 and section 79.18. Notwithstanding sections 602.1204,
3 602.1208, 602.1209, and 602.1401 of the Iowa Code, the
4 provisions of this section of this Act shall be applicable to
5 the judicial department.

6 Sec. 4. INTERIM STUDY OF PERSONNEL MANAGEMENT STRUCTURES
7 AND POLICIES. The legislative council shall establish an
8 interim study committee to conduct a comprehensive review of
9 personnel management structures and policies excluding
10 personnel systems under the state board of regents. The
11 membership shall consist of eleven members, three legislators
12 from each house appointed by the legislative council, one
13 person appointed by the governor, and four persons with
14 expertise in personnel matters appointed by the legislative
15 council.

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

25 The committee shall make recommendations to the governor,
26 the legislative council, and the general assembly by January
27 1, 1986.

28 Sec. 5. INTERIM STUDY ON FEMALE DOMINATED JOBS. The
29 legislative council shall establish an interim study committee
30 to conduct a complete review of all female-dominated jobs to
31 determine whether discrimination remains in compensation for
32 work of comparable worth between jobs held predominantly by
33 women and jobs held predominantly by men. The membership
34 shall consist of seven members, three legislators from each
35 house appointed by the legislative council and one person

1 appointed by the governor.

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

11 The committee shall make recommendations to the governor,
12 the legislative council, and the general assembly by January
13 1, 1986.

14 Sec. 6. Section 20.3, Code 1985, is amended by adding the
15 following new subsection:

16 NEW SUBSECTION. 13. "Comparable worth" means the value of
17 work as measured by the composite score of the skill, effort,
18 responsibility, and working conditions normally required in
19 the performance of work for the employer as defined in section
20 79.18. Job classifications used for determining comparable
21 worth shall include all job classifications of the public
22 employer.

23 Sec. 7. Section 79.18, Code 1985, is amended by adding the
24 following new unnumbered paragraph:

25 NEW UNNUMBERED PARAGRAPH. The Iowa merit employment
26 department for state merit system employees and the employing
27 agency for exempt or partially exempt employees in their
28 respective agencies shall adopt rules, as provided in chapter
29 17A, to provide for an ongoing review of the implementation of
30 the comparable worth compensation policy. The rules shall
31 include a mechanism for reviewing the assignment of factor
32 scores to new job classifications.

33 Sec. 8. LIBERAL INTERPRETATION. The provisions of this
34 Act and all proceedings under this Act shall be liberally
35 construed with a view to promoting its objectives and

1 assisting the parties in obtaining justice.

2 Sec. 9. This Act, being deemed of immediate importance,
3 takes effect from and after its publication in the Iowa City
4 Press-Citizen, a newspaper published in Iowa City, Iowa, and
5 in The Jefferson Bee, a newspaper published in Jefferson,
6 Iowa.

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SENATE 11
MAY 3, 1985

S-4209

HOUSE FILE 753

1 Amend House File 753, as amended, passed, and
2 reprinted by the House, as follows:

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

5 "Section 1. 1984 Iowa Acts, chapter 1314, section
6 5, is amended by adding the following new unlettered
7 paragraph:

8 NEW LETTERED PARAGRAPH. Comparable worth
9 adjustments made pursuant to 1983 Iowa Acts, chapter
10 170, sections 1 through 4, are retroactive to the pay
11 period beginning March 8, 1985, subject to the
12 availability of funds. The retroactive payments shall
13 be lump sum payments and cover employees covered under
14 recommended adjustments made pursuant to section 8 of
15 this chapter 1314 and shall include employees of the
16 state board of regents.

17 Sec. 2. 1984 Iowa Acts, chapter 1314, section 8,
18 is amended to read as follows:

19 SEC. 8. AGENCY COMPARABLE WORTH REPORTS. Agencies
20 with positions which are exempt or partially exempt
21 from the state merit system shall report to the
22 governor and the legislative council by December 15,
23 1984, on the degree to which the salary plans covering
24 positions substantially equivalent to those in the
25 state merit system comply with the provisions of 1983
26 Iowa Acts, chapter 170. The reports shall include a
27 plan for implementation in fiscal year 1986 of
28 comparable worth salary adjustments, if necessary, and
29 the amount of appropriations necessary to implement
30 those adjustments. Plans developed pursuant to this
31 section shall be implemented in the fiscal year 1985
32 subject to the availability of funds as provided in
33 this chapter 1314. Implementation of this section
34 shall be consistent in principle with other sections
35 of this chapter 1314. Notwithstanding sections
36 602.1204, 602.1208, 602.1209, and 602.1401 of the Iowa
37 Code, the provisions of this section of this Act shall
38 be applicable to the judicial department.

39 Sec. 3. REVIEW OF FACTOR SCORES AND FACTOR
40 DETERMINED SCORES.

41 1. Any state employee may request review of the
42 factor scores or the factor determined score that
43 employee's job title received under the study
44 commissioned under 1983 Iowa Acts, chapter 170,
45 section 2, or under a study required of a state agency
46 to implement the requirements of section 79.18 of the
47 Iowa Code. Requests for review by more than one
48 employee within a job title shall be considered
49 together, and a request for review by one or more
employees within a job title shall be considered as a

SENATE 12
MAY 3, 1985

S-4209 page 3

1 request on behalf of all employees in that job title.
2 2. In order to ease implementation of this review,
3 the request for review forms will be developed and
4 distributed by the Iowa merit employment department
5 for all employees except Regent employees. The forms
6 will be available within 14 days from the signing of
7 this Act.

8 3. Employees shall be notified of their right to
9 request review of their factor scores and factor
10 determined scores with one or more paychecks following
11 the signing of this Act, or where inclusion with the
12 paycheck is not possible, by mail or other direct
13 communication with the employee.

14 4. The Iowa merit employment department shall make
15 "request for review" forms available to all
16 departments and agencies and shall provide complete
17 access to information regarding the study and the
18 methods for determining factor scores in the system.
19 Employees shall have at least four weeks from the date
20 forms are distributed to the agencies and to employees
21 on their request in which to file a request for
22 review. Any request not filed within that time will
23 not be considered.

24 5. The executive council of the state of Iowa
25 shall appoint an appeals board of five state
26 employees. These employees shall be representative of
27 both exempt and merit employment groups. These
28 employees shall be familiar with the process of
29 classification review and will serve as hearing
30 officers. No more than one employee shall be from any
31 one department or agency.

32 6. The hearing officers will review the requests
33 for review and any supporting documentation. The
34 hearing officers may contact any employee involved for
35 further information when necessary. It is assumed
36 that in most cases the written request and any
37 supporting documentation will be the evidence
38 submitted to the board. All decisions of the board
39 will be based on the evidence submitted. There will
40 be no formal hearing, but the employees may have the
41 opportunity to present documentation and appear before
42 the hearing board. Appearances shall be limited to
43 one for each classification.

44 7. The review process shall be completed no later
45 than March 1, 1986. The board will then present its
46 recommendations to the executive council at the first
47 regular meeting of the executive council in April.
48 The executive council shall have the authority to
49 adjust pay grades for classifications at the
50 recommendations of the appeals board except such

SENATE 13
MAY 3, 1985

209 page 3

1 actions shall not supersede any collective bargaining
2 agreement. The action of the executive council will
3 be final.

4 8. This section does not apply to state employees
5 who were given the opportunity to have their job
6 titles reviewed as a part of a study completed for an
7 agency with positions which are exempt from the state
8 merit system.

9 Sec. 4. LEGISLATIVE INTENT ON STEP RESTORATION.
10 In order to complete the implementation of comparable
11 worth, it is the intent of the general assembly that
12 employees who were employed on March 8, 1985, and who
13 received a step or equivalent pay reduction while
14 receiving comparable worth adjustments shall have the
15 pay reduction restored effective with the first pay
16 period of fiscal year 1988, if the employee is still
17 employed with the state in the same classification on
18 July 1, 1987, except that an employee shall not be
19 placed at a step or pay level above the maximum step
20 or pay level in the employee's salary range.

21 Sec. 5. INTERIM STUDY OF FEMALE DOMINATED JOBS.
22 The legislative council shall establish an interim
23 study committee to conduct a complete review of all
24 female-dominated jobs to determine whether
25 discrimination remains in compensation for work of
26 comparable worth between jobs held predominantly by
27 women and jobs held predominantly by men and to review
28 other issues relating to comparable worth. The
29 membership shall consist of ten members, five
30 legislators from each house appointed by the
31 legislative council. Legislative members are entitled
32 to per diem and expenses as provided for interim study
33 committee members in section 2.44.

34 The committee shall make recommendations to the
35 governor, the legislative council, and the general
36 assembly by January 1, 1986.

37 Sec. 6. This Act, being deemed of immediate
38 importance, takes effect from and after its
39 publication in the Iowa City Press-Citizen, a
40 newspaper published in Iowa City, Iowa, and in the
41 Ames Daily Tribune, a newspaper published in Ames,
42 Iowa."

S-4209 Filed May 2, 1985

Adopted 5/3/85 (j. 1930)

By BRUNER, CARR, MANN, NYSTROM,
GENTLEMAN, DRAKE, SCHWENGELS,
C. MILLER, WELSH, HORN, DIELEMAN,
COLEMAN, RIFE & CORNING

S-4225

HOUSE FILE 753

1 Amend the amendment S-4209 to House File 753
 2 as amended, passed and reprinted by the House
 3 as follows:
 4 1. By striking page 1, line 5 through page 3
 5 line 42 and inserting the following:
 6 "Section 1. 1984 Iowa Acts, chapter 1314 and
 7 section 79.18, Code 1985 are repealed."
 8 2. Title, by striking lines 1 through 4 and insert-
 9 ing the following: "An Act relating to the repeal
 10 of 1984 Iowa Acts, chapter 1314 and section 79.18,
 11 Code 1985."

S-4225

By WALDSTEIN & TIEDEN

S-4225 Filed May 3, 1985

RECEIVED FROM THE HOUSE

PEANUTS



S-4225

-CORRECTED-
HOUSE FILE 753

1 Amend the amendment S-4209 to House File 753
 2 as amended, passed and reprinted by the House
 3 as follows:
 4 1. By striking page 1, line 5 through page 3
 5 line 42 and inserting the following:
 6 "Section 1. 1984 Iowa Acts, chapter 1314 and
 7 section 79.18, Code 1985 are repealed."
 8 2. Title, by striking lines 1 through 4 and insert-
 9 ing the following: "An Act relating to the repeal
 10 of 1984 Iowa Acts, chapter 1314 and section 79.18,
 11 Code 1985."

S-4225 Filed May 3, 1985
o/p 5-4 (p. 1969)

By WALDSTEIN

SENATE AMENDMENT TO HOUSE FILE 753

H-4260

1 Amend House File 753, as amended, passed, and
2 reprinted by the House, as follows:

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

5 "Section 1. 1984 Iowa Acts, chapter 1314, section
6 5, is amended by adding the following new unlettered
7 paragraph:

8 NEW UNLETTERED PARAGRAPH. Comparable worth
9 adjustments made pursuant to 1983 Iowa Acts, chapter
10 170, sections 1 through 4, are retroactive to the pay
11 period beginning March 8, 1985, subject to the
12 availability of funds. The retroactive payments shall
13 be lump sum payments and cover employees covered under
14 recommended adjustments made pursuant to section 8 of
15 this chapter 1314 and shall include employees of the
16 state board of regents.

17 Sec. 2. 1984 Iowa Acts, chapter 1314, section 8,
18 is amended to read as follows:

19 SEC. 8. AGENCY COMPARABLE WORTH REPORTS. Agencies
20 with positions which are exempt or partially exempt
21 from the state merit system shall report to the
22 governor and the legislative council by December 15,
23 1984, on the degree to which the salary plans covering
24 positions substantially equivalent to those in the
25 state merit system comply with the provisions of 1983
26 Iowa Acts, chapter 170. The reports shall include a
27 plan for implementation in fiscal year 1986 of
28 comparable worth salary adjustments, if necessary, and
29 the amount of appropriations necessary to implement
30 those adjustments. Plans developed pursuant to this
31 section shall be implemented in the fiscal year 1985
32 subject to the availability of funds as provided in
33 this chapter 1314. Implementation of this section
34 shall be consistent in principle with other sections
35 of this chapter 1314. Notwithstanding sections
36 602.1204, 602.1208, 602.1209, and 602.1401 of the Iowa
37 Code, the provisions of this section of this Act shall
38 be applicable to the judicial department.

39 Sec. 3. REVIEW OF FACTOR SCORES AND FACTOR
40 DETERMINED SCORES.

41 1. Any state employee may request review of the
42 factor scores or the factor determined score that
43 employee's job title received under the study
44 commissioned under 1983 Iowa Acts, chapter 170,
45 section 2, or under a study required of a state agency
46 to implement the requirements of section 79.18 of the
47 Iowa Code. Requests for review by more than one
48 employee within a job title shall be considered
49 together, and a request for review by one or more
50 employees within a job title shall be considered as a

H-4260

Page Two

1 request on behalf of all employees in that job title.
2 2. In order to ease implementation of this review,
3 the request for review forms will be developed and
4 distributed by the Iowa merit employment department
5 for all employees except Regent employees. The forms
6 will be available within 14 days from the signing of
7 this Act.

8 3. Employees shall be notified of their right to
9 request review of their factor scores and factor
10 determined scores with one or more paychecks following
11 the signing of this Act, or where inclusion with the
12 paycheck is not possible, by mail or other direct
13 communication with the employee.

14 4. The Iowa merit employment department shall make
15 "request for review" forms available to all
16 departments and agencies and shall provide complete
17 access to information regarding the study and the
18 methods for determining factor scores in the system.
19 Employees shall have at least four weeks from the date
20 forms are distributed to the agencies and to employees
21 on their request in which to file a request for
22 review. Any request not filed within that time will
23 not be considered.

24 5. The executive council of the state of Iowa
25 shall appoint an appeals board of five state
26 employees. These employees shall be representative of
27 both exempt and merit employment groups. These
28 employees shall be familiar with the process of
29 classification review and will serve as hearing
30 officers. No more than one employee shall be from any
31 one department or agency.

32 6. The hearing officers will review the requests
33 for review and any supporting documentation. The
34 hearing officers may contact any employee involved for
35 further information when necessary. It is assumed
36 that in most cases the written request and any
37 supporting documentation will be the evidence
38 submitted to the board. All decisions of the board
39 will be based on the evidence submitted. There will
40 be no formal hearing, but the employees may have the
41 opportunity to present documentation and appear before
42 the hearing board. Appearances shall be limited to
43 one for each classification.

44 7. The review process shall be completed no later
45 than March 1, 1986. The board will then present its
46 recommendations to the executive council at the first
47 regular meeting of the executive council in April.
48 The executive council shall have the authority to
49 adjust pay grades for classifications at the
50 recommendations of the appeals board except such

H-4260

Page Three

1 actions shall not supersede any collective bargaining
2 agreement. The action of the executive council will
3 be final.

4 8. This section does not apply to state employees
5 who were given the opportunity to have their job
6 titles reviewed as a part of a study completed for an
7 agency with positions which are exempt from the state
8 merit system.

9 Sec. 4. LEGISLATIVE INTENT ON STEP RESTORATION.
10 In order to complete the implementation of comparable
11 worth, it is the intent of the general assembly that
12 employees who were employed on March 8, 1985, and who
13 received a step or equivalent pay reduction while
14 receiving comparable worth adjustments shall have the
15 pay reduction restored effective with the first pay
16 period of fiscal year 1988, if the employee is still
17 employed with the state in the same classification on
18 July 1, 1987, except that an employee shall not be
19 placed at a step or pay level above the maximum step
20 or pay level in the employee's salary range.

21 Sec. 5. INTERIM STUDY OF FEMALE DOMINATED JOBS.
22 The legislative council shall establish an interim
23 study committee to conduct a complete review of all
24 female-dominated jobs to determine whether
25 discrimination remains in compensation for work of
26 comparable worth between jobs held predominantly by
27 women and jobs held predominantly by men and to review
28 other issues relating to comparable worth. The
29 membership shall consist of ten members, five
30 legislators from each house appointed by the
31 legislative council. Legislative members are entitled
32 to per diem and expenses as provided for interim study
33 committee members in section 2.44.

34 The committee shall make recommendations to the
35 governor, the legislative council, and the general
36 assembly by January 1, 1986.

37 Sec. 6. This Act, being deemed of immediate
38 importance, takes effect from and after its
39 publication in the Iowa City Press-Citizen, a
40 newspaper published in Iowa City, Iowa, and in the
41 Ames Daily Tribune, a newspaper published in Ames,
42 Iowa."

H-4260 FILED MAY 4, 1985
CONCURRED (p. 2327)

RECEIVED FROM THE SENATE

THW
HF 953

HSR 385

STATE GOVERNMENT

MWB

Study Bill 385

HOUSE FILE _____

State Government: Doderer, Chair; Blanshan and Carpenter.

BY (PROPOSED COMMITTEE ON
STATE GOVERNMENT BILL)

Passed House, Date _____ Passed Senate, Date _____

Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____

Approved _____

A BILL FOR

1 An Act amending 1984 Iowa Acts, chapter 1314, relating to
2 comparable worth pay adjustments for state employees.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Section 1. 1984 Iowa Acts, chapter 1314, section 1,
2 subsection 1, unnumbered paragraphs 1 and 3, and subsection 5,
3 are amended to read as follows:

4 "Comparable worth pay grade" means the pay grade as
5 determined by the factor determined score for the job title as
6 ~~finally-determined-after-completion-of-the-review-process-as~~
7 ~~outlined-in-this-Act,~~ and the appropriate pay grade position
8 for that factor determined score on the following scale, or
9 the pay grade which the job title is assigned as of January 1,
10 1985, whichever grade is higher:

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

19 5. "Net effect on the general fund" means the total
20 revenue outlay from the general fund, subtracting revenues to
21 the state from other sources which directly defray the revenue
22 outlay from the state. Included in the revenues to the state
23 from other sources are reimbursements from the federal
24 government or county government to the state that are received
25 or will be received to help pay salary increases covered under
26 comparable worth adjustments affecting salaries in the fiscal
27 year beginning July 1, 1984, and ending June 30, 1985.

28 Sec. 2. 1984 Iowa Acts, chapter 1314, section 3,
29 subsection 1, is amended to read as follows:

30 1. In implementing the first phase of comparable worth
31 adjustments, employees in job titles whose current pay grade
32 is below the comparable worth pay grade shall be adjusted
33 upward to their comparable worth pay grade. However, no job
34 titles except nursing service director, director of nursing,
35 and director of public health nursing shall be raised above

1 pay grade thirty-two under the initial implementation process.
2 ~~This implementation shall only be done after completion of the~~
3 ~~review process.~~

4 Sec. 3. 1984 Iowa Acts, chapter 1314, section 5 is amended
5 by adding the following new unlettered paragraph:

6 NEW UNLETTERED PARAGRAPH. Comparable worth adjustments
7 made pursuant to this chapter 1314 are retroactive to the
8 earliest pay period possible to make the adjustments subject
9 to the availability of funds and consistent with other
10 sections of this chapter 1314, if the adjustments have not
11 been determined in time to be delivered at that earliest date.
12 The retroactive payments shall be lump sum payments and cover
13 employees covered under recommended adjustments made pursuant
14 to section 8 of this chapter 1314 and shall include employees
15 of the state board of regents.

16 Sec. 4. 1984 Iowa Acts, chapter 1314, section 5, is
17 amended to read as follows:

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

28 Sec. 5. 1984 Iowa Acts, chapter 1314, section 8, is
29 amended to read as follows:

30 SEC. 8. AGENCY COMPARABLE WORTH REPORTS. Agencies with
31 positions which are exempt or partially exempt from the state
32 merit system shall report to the governor and the legislative
33 council by December 15, 1984, on the degree to which the
34 salary plans covering positions substantially equivalent to
35 those in the state merit system comply with the provisions of

1 1983 Iowa Acts, chapter 170. The reports shall include a plan
2 for implementation in fiscal year 1986 of comparable worth
3 salary adjustments, if necessary, and the amount of ap-
4 propriations necessary to implement those adjustments. Plans
5 developed pursuant to this section shall be implemented in the
6 fiscal year 1985 subject to the availability of funds as
7 provided in section 7 of this chapter 1314. Implementation of
8 this section shall be consistent in principle with other
9 sections of this chapter 1314. Notwithstanding sections
10 602.1204, 602.1208, 602.1209, and 602.1401 of the Iowa Code,
11 the provisions of this section of this Act shall be applicable
12 to the judicial department.

13 Sec. 6. 1984 Iowa Acts, chapter 1314, section 9, is
14 amended by striking the section and inserting the following:

15 SEC. 9. REVIEW OF FEMALE DOMINATED JOBS. It is the intent
16 of the general assembly that a review of all female dominated
17 jobs be conducted.

18 Sec. 7. This Act, being deemed of immediate importance,
19 takes effect from and after its publication in the Iowa City
20 Press-Citizen, a newspaper published in Iowa City, Iowa, and
21 in the Ames Daily Tribune, a newspaper published in Ames,
22 Iowa.

23 EXPLANATION

24 This bill amends 1984 Iowa Acts, chapter 1314, relating to
25 the implementation of comparable worth pay adjustments for
26 state employees. Section 1 provides that under the comparable
27 worth pay grades, a job classification shall not be placed at
28 a pay grade lower than its assignment on January 1, 1985. The
29 section also provides that revenue reimbursements from the
30 federal government and local governments are included to
31 determine the net effect on the general fund.

32 Section 2 provides that the job titles of nursing service
33 director, director of nursing, and director of public health
34 nursing are included in the initial implementation phase even
35 though their pay grades will be raised above pay grade 32.

1 Section 3 provides for retroactive pay adjustments if the
2 amount of the adjustments are not determined for im-
3 plementation with other adjustments.

4 Section 4 removes reference to a review process in chapter
5 1314 which was vetoed.

6 Section 5 provides for implementation of adjustments for
7 exempt employees if plans are complete and funding is
8 available under chapter 1314.

9 Section 6 provides for a review of all female-dominated
10 jobs be conducted.

11 This Act is effective upon publication.

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HOUSE FILE 753

AN ACT

RELATING TO THE IMPLEMENTATION OF COMPARABLE WORTH PAY ADJUSTMENTS, AMENDING 1984 IOWA ACTS, CHAPTER 1314, AND PROVIDING FOR AN EFFECTIVE DATE.

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

Section 1. 1984 Iowa Acts, chapter 1314, section 5, is amended by adding the following new unlettered paragraph:

NEW UNLETTERED PARAGRAPH. Comparable worth adjustments made pursuant to 1983 Iowa Acts, chapter 170, sections 1 through 4, are retroactive to the pay period beginning March 8, 1985, subject to the availability of funds. The retroactive payments shall be lump sum payments and cover employees covered under recommended adjustments made pursuant to section 8 of this chapter 1314 and shall include employees of the state board of regents.

Sec. 2. 1984 Iowa Acts, chapter 1314, section 8, is amended to read as follows:

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. Plans developed pursuant to this section shall be implemented in the fiscal year 1985 subject to the availability of funds as provided in this chapter 1314. Implementation of this section shall be consistent in principle with other sections of this chapter 1314. 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. 3. REVIEW OF FACTOR SCORES AND FACTOR DETERMINED SCORES.

1. Any state employee may request review of the factor scores or the factor determined score that employee's job title received under the study commissioned under 1983 Iowa Acts, chapter 170, section 2, or under a study required of a state agency to implement the requirements of section 79.18 of the Iowa Code. 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. In order to ease implementation of this review, the request for review forms will be developed and distributed by the Iowa merit employment department for all employees except Regent employees. The forms will be available within 14 days from the signing of this Act.

3. Employees shall be notified of their right to request review of their factor scores and factor determined scores

with one or more paychecks following the signing of this Act, or where inclusion with the paycheck is not possible, by mail or other direct communication with the employee.

4. The Iowa merit employment department shall make "request for review" forms available to all departments and agencies and shall provide complete access to information regarding the study and the methods for determining factor scores in the system. Employees shall have at least four weeks from the date forms are distributed to the agencies and to employees on their request in which to file a request for review. Any request not filed within that time will not be considered.

5. The executive council of the state of Iowa shall appoint an appeals board of five state employees. These employees shall be representative of both exempt and merit employment groups. These employees shall be familiar with the process of classification review and will serve as hearing officers. No more than one employee shall be from any one department or agency.

6. The hearing officers will review the requests for review and any supporting documentation. The hearing officers may contact any employee involved for further information when necessary. It is assumed that in most cases the written request and any supporting documentation will be the evidence submitted to the board. All decisions of the board will be based on the evidence submitted. There will be no formal hearing, but the employees may have the opportunity to present documentation and appear before the hearing board. Appearances shall be limited to one for each classification.

7. The review process shall be completed no later than March 1, 1986. The board will then present its recommendations to the executive council at the first regular meeting of the executive council in April. The executive council shall have the authority to adjust pay grades for classifications at the recommendations of the appeals board

except such actions shall not supersede any collective bargaining agreement. The action of the executive council will be final.

8. This section does not apply to state employees who were given the opportunity to have their job titles reviewed as a part of a study completed for an agency with positions which are exempt from the state merit system.

Sec. 4. LEGISLATIVE INTENT ON STEP RESTORATION. In order to complete the implementation of comparable worth, it is the intent of the general assembly that employees who were employed on March 8, 1985, and who received a step or equivalent pay reduction while receiving comparable worth adjustments shall have the pay reduction restored effective with the first pay period of fiscal year 1988, if the employee is still employed with the state in the same classification on July 1, 1987, except that an employee shall not be placed at a step or pay level above the maximum step or pay level in the employee's salary range.

Sec. 5. INTERIM STUDY OF FEMALE-DOMINATED JOBS. The legislative council shall establish an interim study committee to conduct a complete review of all female-dominated jobs to determine whether discrimination remains in compensation for work of comparable worth between jobs held predominantly by women and jobs held predominantly by men and to review other issues relating to comparable worth. The membership shall consist of ten members, five legislators from each house appointed by the legislative council. Legislative members are entitled to per diem and expenses as provided for interim study committee members in section 2.44.

The committee shall make recommendations to the governor, the legislative council, and the general assembly by January 1, 1986.

Sec. 6. This Act, being deemed of immediate importance, takes effect from and after its publication in the Iowa City Press-Citizen, a newspaper published in Iowa City, Iowa, and

in the Ames Daily Tribune, a newspaper published in Ames,
Iowa.

DONALD D. AVENSON
Speaker of the House

ROBERT T. ANDERSON
President of the Senate

I hereby certify that this bill originated in the House and
is known as House File 753, Seventy-first General Assembly.

JOSEPH O'HERN
Chief Clerk of the House

Approved _____, 1985

TERRY E. BRANSTAD
Governor

H.F. 753