

Reprinted

FILED FEB 1990

SENATE FILE 2268
BY COMMITTEE ON STATE
GOVERNMENT
Approved (p. 404)
(SUCCESSOR TO SSB 2074)

Passed Senate, Date 2/22/90 (p. 673) Passed House, Date 3/14/90 (P1085)
Vote: Ayes 47 Nays 0 Vote: Ayes 94 Nays 0
Approved March 27, 1990

A BILL FOR

1 An Act changing the time deadlines for submission of state agency
2 affirmative action plans and annual reports and providing an
3 effective date.
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

SENATE FILE 2268

S-5070

- 1 Amend Senate File 2268 as follows:
- 2 1. Page 1, line 7, by inserting after the word
- 3 "personnel" the following: "by July 31 each year".
- 4 2. Page 1, by striking lines 9 and 10 and
- 5 inserting the following: "board:--The plans shall be
- 6 submitted between December 15 and December 31 each
- 7 year. Each plan shall contain a".

By JEAN LLOYD-JONES

S-5070 FILED FEBRUARY 8, 1990
Adopted 2/22 (p. 677)

SF 2268

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1 Section 1. Section 19B.4, subsection 1, Code 1989, is
2 amended to read as follows:

3 1. Each state agency, including the state board of regents
4 and its institutions, shall annually prepare an affirmative
5 action plan. State agencies other than the state board of
6 regents and its institutions shall submit their plans to the
7 department of personnel. Institutions under the jurisdiction
8 of the state board of regents shall submit their plans to that
9 board. The plans shall be submitted ~~between-December-15-and~~
10 ~~December-31~~ by July 31 each year. Each plan shall contain a
11 clear and unambiguous written program containing goals and
12 time specifications related to personnel administration.

13 Sec. 2. Section 19B.5, subsections 1 and 2, Code 1989, are
14 amended to read as follows:

15 1. The head of each state agency other than the state
16 board of regents and its institutions is personally
17 responsible for submitting by July 31 an annual report of the
18 affirmative action accomplishments of that agency to the
19 department of personnel ~~between-December-15-and-December-31~~
20 ~~each-year~~.

21 2. The department of personnel shall submit a report on
22 the condition of affirmative action programs in state agencies
23 covered by subsection 1 by ~~January-31~~ August 31 of each year
24 to the department of management.

25 Sec. 3. IMPLEMENTATION.

26 In order to implement the provisions of this Act,
27 notwithstanding sections 1 and 2 of this Act, for the period
28 covering January 1, 1991, through June 30, 1992, each state
29 agency required to submit an affirmative action plan pursuant
30 to section 19B.4, subsection 1, shall submit such plan by
31 December 31, 1990. Each state agency required to submit an
32 annual report pursuant to section 19B.5, subsection 1, shall
33 submit such report by July 31, 1992, for the period covering
34 January 1, 1991, through June 30, 1992. In addition, for the
35 period covering January 1, 1991, through June 30, 1992, the

1 department of personnel shall submit the report required by
2 section 19B.5, subsection 2, by August 31, 1992.

3 Sec. 4. EFFECTIVE DATE.

4 This Act takes effect February 1, 1991.

5 EXPLANATION

6 The bill changes the deadlines for submitting state agency
7 affirmative action plans and annual reports to the department
8 of personnel from December 31 to July 31 of each year. In
9 addition, the bill changes the deadline for the department of
10 personnel's report on the condition of affirmative action
11 programs from January 31 to August 31 of each year. The bill
12 does not go into effect until February 1, 1991, and contains
13 an implementation section, thus requiring state agencies to
14 file their plans and reports by December 31, 1990, and then
15 not again until July 31, 1992. In addition, the department of
16 personnel would be required to submit a report on the
17 condition of affirmative action programs to the department of
18 management by January 31, 1991, and then not again until
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LLOYD-JONES, CH.

DIELEMAN
VANDEHOEF

SSB 2074

STATE GOVERNMENT

SENATE FILE 2268
BY (PROPOSED DEPARTMENT OF
PERSONNEL BILL)

Passed Senate, Date _____ Passed House, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

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17 condition of affirmative action programs to the department of
18 management by January 31, 1991, and then not again until
19 August 31, 1992.

20 BACKGROUND STATEMENT

21 SUBMITTED BY THE AGENCY

22 The current language establishing affirmative action
23 reporting is based on the calendar year. The language is a
24 carryover from four years ago when the responsibility for
25 affirmative action administration rested with the civil rights
26 commission. When this responsibility was shifted to the
27 department of personnel during state government reorganization
28 in 1986, the language was left basically intact.

29 This department proposal does the following:

30 1. It changes the reporting period from a calendar year to
31 a fiscal year basis. The driving factor in affirmative action
32 planning is projected hiring. Hiring is directly related to
33 appropriations and the fiscal year.

34 2. The proposed dates would correspond with a similar
35 report prepared annually for the federal equal employment

1 opportunity commission.

2 3. The proposed dates would correspond with departmental
3 performance measures reviewed by the governor. One of the
4 performance measures reviewed is affirmative action
5 accomplishments.

6 The intent of this proposal is to make affirmative action
7 planning more effective by relating the planning and reporting
8 periods to the fiscal year.

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SENATE FILE 2268

AN ACT

CHANGING THE TIME DEADLINES FOR SUBMISSION OF STATE AGENCY
AFFIRMATIVE ACTION PLANS AND ANNUAL REPORTS AND PROVIDING
AN EFFECTIVE DATE.

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2. The department of personnel shall submit a report on the condition of affirmative action programs in state agencies covered by subsection 1 by ~~January 31~~ August 31 of each year to the department of management.

Sec. 3. IMPLEMENTATION.

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Sec. 4. EFFECTIVE DATE.

This Act takes effect February 1, 1991.

JO ANN ZIMMERMAN
President of the Senate

DONALD D. AVENSON
Speaker of the House

I hereby certify that this bill originated in the Senate and is known as Senate File 2268, Seventy-third General Assembly.

JOHN F. DWYER
Secretary of the Senate

Approved March 27, 1990

TERRY E. BRANSTAD
Governor