

Reprinted

MAY 3 1992

APPROPRIATIONS CALENDAR

HOUSE FILE 2490

BY COMMITTEE ON APPROPRIATIONS

Passed House, Date 3/4/92 (p.2204)

Passed Senate, Date _____

Vote: Ayes 58 Nays 34

Vote: Ayes _____ Nays _____

Approved _____

A BILL FOR

1 An Act relating to compensation and benefits for public employees
2 by providing adjustments for salaries, by providing for other
3 properly related matters, by making appropriations, and
4 providing retroactive applicability.

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

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2490

1 Section 1. COLLECTIVE BARGAINING AGREEMENTS FUNDED --
2 GENERAL FUND APPROPRIATION FOR COVERED AND NONCOVERED
3 EMPLOYEES. There is appropriated from the general fund of the
4 state to the salary adjustment fund for distribution by the
5 department of management to the various state departments,
6 boards, commissions, councils, and agencies for the fiscal
7 year beginning July 1, 1992, and ending June 30, 1993, the
8 following amount, \$101,009,928, or so much thereof as may be
9 necessary, to fully fund the following annual pay adjustments,
10 expense reimbursements, and related benefits:

11 1. The collective bargaining agreement negotiated pursuant
12 to chapter 20 for employees in the blue collar bargaining
13 unit.

14 2. The collective bargaining agreement negotiated pursuant
15 to chapter 20 for employees in the state police officers
16 council bargaining unit.

17 3. The collective bargaining agreement negotiated pursuant
18 to chapter 20 for employees in the security bargaining unit.

19 4. The collective bargaining agreement negotiated pursuant
20 to chapter 20 for employees in the technical bargaining unit.

21 5. The collective bargaining agreement negotiated pursuant
22 to chapter 20 for employees in the professional fiscal and
23 staff bargaining unit.

24 6. The collective bargaining agreement negotiated pursuant
25 to chapter 20 for employees in the university of northern Iowa
26 faculty bargaining unit.

27 7. The collective bargaining agreement negotiated pursuant
28 to chapter 20 for employees in the clerical bargaining unit.

29 8. The collective bargaining agreement negotiated pursuant
30 to chapter 20 for employees in the professional social
31 services bargaining unit.

32 9. The collective bargaining agreement negotiated pursuant
33 to chapter 20 for employees in the community-based corrections
34 bargaining unit.

35 10. The collective bargaining agreement negotiated

1 pursuant to chapter 20 for employees in the judicial branch of
2 government bargaining unit.

3 11. The annual pay adjustments, related benefits, and
4 expense reimbursements referred to in sections 2 and 3 of this
5 Act for employees not covered by a collective bargaining
6 agreement.

7 Sec. 2. NONCONTRACT STATE EMPLOYEES -- GENERAL.

8 1. Effective July 3, 1992, all pay plans provided for in
9 section 19A.9, subsection 2, as they existed for the fiscal
10 year ending June 30, 1991, shall be increased as of July 1,
11 1991, for employees who are not included in a bargaining
12 agreement made final under chapter 20 and who are not
13 otherwise specified in this Act, by not less than nor more
14 than 2 percent. Effective July 3, 1992, the pay plans
15 established as of July 1, 1991, in this subsection shall be
16 increased by not less than nor more than 4 percent. The
17 department of personnel shall revise the pay plans as provided
18 under section 19A.9, subsection 2, by increasing the salary
19 levels of the various grades within the respective plans as
20 provided in this subsection. The employees shall receive a
21 bonus of four hundred dollars each, payable in December 1992.
22 In addition to the increases specified above, employees may
23 receive a merit increase in accordance with policies to be
24 adopted by the department of personnel for the
25 reimplementation of merit increases. This subsection does not
26 authorize annual pay adjustments, interest, and related
27 benefits pursuant to the increase in the pay plans for the
28 fiscal year beginning July 1, 1991, and ending June 30, 1992.

29 2. The pay plans for state employees who are exempt from
30 chapter 19A and who are included in the department of revenue
31 and finance's centralized payroll system, and the board office
32 employees of the state board of regents shall be increased by
33 the same percentages and in the same manner as provided in
34 subsection 1, including the bonus of four hundred dollars in
35 December 1992.

1 3. This section does not apply to members of the general
2 assembly, board members, commission members, salaries of
3 persons set by the general assembly pursuant to this Act, or
4 set by the governor, employees designated under section 19A.3,
5 subsection 5, and employees under the state board of regents,
6 but subsection 2 does apply to office employees of the state
7 board of regents.

8 4. The pay plans for the bargaining eligible employees of
9 the state shall be increased by the same percentages and in
10 the same manner as provided in subsection 1, including the
11 bonus of four hundred dollars in December 1992. As used in
12 this section, "bargaining eligible employee" means an employee
13 who is eligible to organize under chapter 20, but has not done
14 so.

15 5. The policies for implementation of this section shall
16 be approved by the governor.

17 Sec. 3. NONCONTRACT STATE EMPLOYEES -- STATE BOARD OF
18 REGENTS. The funds allocated to the state board of regents
19 for the purpose of providing increases for employees not
20 covered by a collective bargaining agreement shall be used as
21 follows:

22 1. The amount necessary to fund for the fiscal year
23 beginning July 1, 1992, and ending June 30, 1993, an average
24 base salary increase in an amount equal to the salary increase
25 received by state employees in subsection 1 of section 2 of
26 this Act for the fiscal year beginning July 1, 1992, of the
27 base salaries of professional and scientific staff members,
28 except board office employees as provided for in section 2 of
29 this Act, paid during the preceding fiscal year, to be
30 allocated to professional and scientific staff members at the
31 discretion of the state board of regents.

32 2. For employees under the state board of regents merit
33 system who are not included in the collective bargaining
34 agreement made final under chapter 20, except board office
35 employees, the amount necessary to fund an average base salary

1 increase in an amount equivalent to the salary increase
2 received by state employees in subsection 1 of section 2 of
3 this Act for the fiscal year beginning July 1, 1992, to be
4 allocated to the employees of the state board of regents merit
5 system who are not included in the collective bargaining
6 agreement made final under chapter 20 at the discretion of the
7 state board of regents. The employees shall receive a bonus
8 of four hundred dollars each, payable in December 1992. In
9 addition to the increases specified above, employees may
10 receive a merit increase or the equivalent of a merit
11 increase.

12 3. For faculty members who are not included in the
13 collective bargaining agreement made final under chapter 20,
14 for the fiscal year beginning July 1, 1992, and ending June
15 30, 1993, an average base salary increase of 7 percent for the
16 fiscal year beginning July 1, 1992, to be allocated at the
17 discretion of the state board of regents.

18 Sec. 4. REGIONAL LIBRARIES. Of the funds appropriated
19 from the general fund of the state in section 1 of this Act,
20 the department of management shall allocate funds to pay the
21 state's share of authorized salary increases for the fiscal
22 year beginning July 1, 1992, and ending June 30, 1993, for
23 regional libraries.

24 Sec. 5. APPROPRIATIONS FROM ROAD FUNDS.

25 1. There is appropriated from the road use tax fund to the
26 salary adjustment fund for the fiscal year beginning July 1,
27 1992, and ending June 30, 1993, the following amount, or so
28 much thereof as may be necessary, to be used for the purpose
29 designated:

30 To supplement other funds appropriated by the general
31 assembly:

32 \$ 5,159,862

33 2. There is appropriated from the primary road fund to the
34 salary adjustment fund, for the fiscal year beginning July 1,
35 1992, and ending June 30, 1993, the following amount, or so

1 much thereof as may be necessary, to be used for the purpose
2 designated:

3 To supplement other funds appropriated by the general
4 assembly:

5 \$ 14,030,835

6 3. Except as otherwise provided in this Act, the amounts
7 appropriated in subsections 1 and 2 shall be used to fund the
8 annual pay adjustments, expense reimbursements, and related
9 benefits for public employees as provided in the Act.

10 Sec. 6. BACK PAY. The moneys appropriated in this Act
11 shall also be used to pay annual pay adjustments, interest,
12 and related benefits due employees covered by collective
13 bargaining agreements negotiated pursuant to chapter 20 for
14 the fiscal year beginning July 1, 1991, and ending June 30,
15 1992.

16 Sec. 7. SPECIAL FUNDS -- AUTHORIZATION. To departmental
17 revolving, trust, or special funds, except for the primary
18 road fund or the road use tax fund, for which the general
19 assembly has established an operating budget, a supplemental
20 expenditure authorization is provided, unless otherwise
21 provided, in an amount necessary to fund salary adjustments as
22 otherwise provided in this Act.

23 Sec. 8. GENERAL FUND SALARY MONEYS. Funds appropriated
24 from the general fund of the state in this Act relate only to
25 salaries supported from general fund appropriations of the
26 state.

27 Sec. 9. FEDERAL FUNDS APPROPRIATED. All federal grants to
28 and the federal receipts of the agencies affected by this Act
29 which are received and may be expended for purposes of this
30 Act are appropriated for those purposes and as set forth in
31 the federal grants or receipts.

32 Sec. 10. PERSONNEL COMPARABLE WORTH STUDY. The department
33 of personnel shall conduct a study to determine the impact of
34 the salary adjustment provisions in this Act and the changes
35 in salary relationships as a result of the implementation of

1 this Act, and to identify issues of concern, including
2 possible disparities affecting compensation equity. The
3 department shall complete its study and report its findings
4 and recommendations to the general assembly by February 1,
5 1993.

6 EXPLANATION

7 This bill funds the collective bargaining agreements for
8 state employees for the fiscal year beginning July 1, 1992.
9 It also provides salary increases for noncontract employees by
10 increasing the pay plans by 2 percent on July 1, 1991, and by
11 4 percent effective for the pay period beginning July 3, 1992.
12 A similar increase is provided for state board of regents
13 merit employees. The employees shall also receive a bonus of
14 \$400 in December 1992, and are eligible for a merit increase.
15 It does not provide retroactive pay increases or benefits for
16 noncontract employees. It provides an average 7 percent
17 salary increase for state board of regents professional and
18 scientific staff members and faculty.

19 The bill also provides for a study of the salary
20 relationship and impact on pay equity resulting from the pay
21 increases.

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HOUSE FILE 2490

H-6107

1 Amend amendment, H-6104, to House File 2490 as
2 follows:
3 1. Page 3, by inserting after line 32 the
4 following:
5 "Sec. ____ . COMMUNITY COLLEGES. Of the funds
6 appropriated from the general fund of the state in
7 section 1 of this Act, the department of management
8 shall allocate funds to pay salary increases of 10.5
9 percent for the fiscal year beginning July 1, 1992,
10 and ending June 30, 1993, for community colleges
11 established under chapter 280A."

By CHAPMAN of Linn

H-6107 FILED MAY 4, 1992
NOT GERMANE (p. 2198)

HOUSE FILE 2490

H-6108

1 Amend House File 2490 as follows:
2 1. Page 4, by inserting after line 17 the follow-
3 ing:
4 " ____ . From the money allocated to the state board
5 of regents in this section for salaries, an amount
6 over and above other financial considerations
7 including salaries and salary increases shall be
8 expended to subsidize twenty percent of the cost of
9 tuition for graduate students awarded assistantships
10 or fellowships at the state university of Iowa.
11 ____ . From the money allocated to the state board
12 of regents in this section for salaries, an amount
13 over and above other financial considerations
14 including salaries and salary increases shall be
15 expended to subsidize twenty percent of the cost of
16 tuition for graduate students awarded assistantships
17 or fellowships at Iowa state university of science and
18 technology."

By NEUHAUSER of Johnson
DODERER of Johnson
HAMMOND of Story

H-6108 FILED MAY 4, 1992
NOT GERMANE (p. 2202)

HOUSE FILE 2490

H-6104

1 Amend House File 2490 as follows:

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

4 "Section 1. COLLECTIVE BARGAINING AGREEMENTS

5 FUNDED -- GENERAL FUND. There is appropriated from
6 the general fund of the state to the salary adjustment
7 fund for distribution by the department of management
8 to the various state departments, boards, commissions,
9 councils, and agencies for the fiscal year beginning
10 July 1, 1992, and ending June 30, 1993, the following
11 amount, \$107,000,000, or as much as is necessary, to
12 fully fund the following annual pay adjustments,
13 expense reimbursements, and related benefits:

14 1. The collective bargaining agreement negotiated
15 pursuant to chapter 20 for employees in the blue
16 collar bargaining unit.

17 2. The collective bargaining agreement negotiated
18 pursuant to chapter 20 for employees in the state
19 police officers council bargaining unit.

20 3. The collective bargaining agreement negotiated
21 pursuant to chapter 20 for employees in the security
22 bargaining unit.

23 4. The collective bargaining agreement negotiated
24 pursuant to chapter 20 for employees in the technical
25 bargaining unit.

26 5. The collective bargaining agreement negotiated
27 pursuant to chapter 20 for employees in the
28 professional fiscal and staff bargaining unit.

29 6. The collective bargaining agreement negotiated
30 pursuant to chapter 20 for employees in the university
31 of northern Iowa faculty bargaining unit.

32 7. The collective bargaining agreement negotiated
33 pursuant to chapter 20 for employees in the clerical
34 bargaining unit.

35 8. The collective bargaining agreement negotiated
36 pursuant to chapter 20 for employees in the
37 professional social services bargaining unit.

38 9. The collective bargaining agreement negotiated
39 pursuant to chapter 20 for employees in the community-
40 based corrections bargaining unit.

41 10. The collective bargaining agreement negotiated
42 pursuant to chapter 20 for employees in the judicial
43 branch of government bargaining unit.

44 11. The annual pay adjustments, related benefits,
45 and expense reimbursements referred to in sections 9
46 and 10 of this Act for employees not covered by a
47 collective bargaining agreement.

48 Sec. 2. NONCONTRACT STATE EMPLOYEES -- GENERAL.

49 1. The maximum salary levels of all pay plans
50 provided for in section 19A.9, subsection 2, as they

H-6104

H-6104

Page 2

1 existed for the fiscal year ending June 30, 1991,
2 shall be increased for employees who are not included
3 in a collective bargaining agreement made final under
4 chapter 20 and who are not otherwise specified in this
5 Act, by 9 percent for the fiscal year beginning July
6 1, 1992, effective with the pay period beginning July
7 3, 1992. The department of personnel shall revise the
8 pay plans as provided under section 19A.9, subsection
9 2, by increasing the maximum salary levels for the
10 various grades by 9 percent and the minimum salary
11 levels of the various grades in such a way, not to
12 exceed 9 percent, as to achieve comparability with
13 other executive branch pay plans excluding those of
14 the board of regents. In addition to the increases
15 specified above, employees may receive a merit
16 increase in accordance with policies to be adopted by
17 the department of personnel for the reimplementation
18 of merit increases.

19 2. The pay plans for state employees who are
20 exempt from chapter 19A and who are included in the
21 department of revenue and finance's centralized
22 payroll system, and the board office employees of the
23 state board of regents shall be increased by the same
24 percent and in the same manner as provided in
25 subsection 1.

26 3. This section does not apply to members of the
27 general assembly, board members, commission members,
28 salaries of persons set by the general assembly
29 pursuant to this Act, or set by the governor,
30 employees designated under section 19A.3, subsection
31 5, and employees under the state board of regents, but
32 subsection 2 does apply to office employees of the
33 state board of regents.

34 4. The pay plans for the bargaining eligible
35 employees of the state shall be increased by the same
36 percent and in the same manner as provided in
37 subsection 1. As used in this section, "bargaining
38 eligible employee" means an employee who is eligible
39 to organize under chapter 20, but has not done so.

40 5. The policies for implementation of this section
41 shall be approved by the governor.

42 Sec. 3. NONCONTRACT STATE EMPLOYEES -- STATE BOARD
43 OF REGENTS. The funds allocated to the state board of
44 regents for the purpose of providing increases for
45 employees not covered by a collective bargaining
46 agreement shall be used as follows:

47 1. The amount necessary to fund for the fiscal
48 year beginning July 1, 1992, and ending June 30, 1993,
49 an average base salary increase of 10.5 percent for
50 the fiscal year beginning July 1, 1992, of the base

H-6104

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H-6104

Page 3

1 salaries of professional and scientific staff members,
2 except board office employees as provided for in
3 section 1 of this Act, paid during the preceding
4 fiscal year, to be allocated to professional and
5 scientific staff members at the discretion of the
6 state board of regents.

7 2. For employees under the state board of regents
8 merit system who are not included in the collective
9 bargaining agreement made final under chapter 20,
10 except board office employees, the amount necessary to
11 increase the state board of regents merit system pay
12 plans as they exist for the fiscal year beginning July
13 1, 1992, and ending June 30, 1993, by increasing the
14 salary levels for each grade and step within the plans
15 by 9 percent for the fiscal year beginning July 1,
16 1992. In addition to the increases specified above,
17 employees may receive a merit increase or the
18 equivalent of a merit increase.

19 3. For faculty members who are not included in the
20 collective bargaining agreement made final under
21 chapter 20, for the fiscal year beginning July 1,
22 1992, and ending June 30, 1993, an average base salary
23 increase for the fiscal year beginning July 1, 1992,
24 to be allocated at the discretion of the state board
25 of regents.

26 Sec. 4. REGIONAL LIBRARIES. Of the funds
27 appropriated from the general fund of the state in
28 section 1 of this Act, the department of management
29 shall allocate funds to pay the state's share of
30 authorized salary increases for the fiscal year
31 beginning July 1, 1992, and ending June 30, 1993, for
32 regional libraries.

33 Sec. 5. APPROPRIATIONS FROM ROAD FUNDS.

34 1. There is appropriated from the road use tax
35 fund to the salary adjustment fund for the fiscal year
36 beginning July 1, 1992, and ending June 30, 1993, the
37 following amount, or so much thereof as may be
38 necessary, to be used for the purpose designated:

39 To supplement other funds appropriated by the
40 general assembly:

41 \$ 5,159,862

42 2. There is appropriated from the primary road
43 fund to the salary adjustment fund, for the fiscal
44 year beginning July 1, 1992, and ending June 30, 1993,
45 the following amount, or so much thereof as may be
46 necessary, to be used for the purpose designated:

47 To supplement other funds appropriated by the
48 general assembly:

49 \$ 14,030,835

50 3. Except as otherwise provided in this Act, the

H-6104

H-6104

Page 4

1 amounts appropriated in subsections 1 and 2 shall be
2 used to fund the annual pay adjustments, expense
3 reimbursements, and related benefits for public
4 employees subject to collective bargaining agreements
5 negotiated pursuant to chapter 20.

6 Sec. 6. BACK PAY. The moneys appropriated in this
7 Act shall also be used to pay annual pay adjustments,
8 interest, and related benefits due employees covered
9 by collective bargaining agreements negotiated
10 pursuant to chapter 20 for the fiscal year beginning
11 July 1, 1991, and ending June 30, 1992.

12 Sec. 7. SPECIAL FUNDS -- AUTHORIZATION. To
13 departmental revolving, trust, or special funds,
14 except for the primary road fund or the road use tax
15 fund, for which the general assembly has established
16 an operating budget, a supplemental expenditure
17 authorization is provided, unless otherwise provided,
18 in an amount necessary to fund salary adjustments as
19 otherwise provided in this Act.

20 Sec. 8. GENERAL FUND SALARY MONEYS. Funds
21 appropriated from the general fund of the state in
22 this Act relate only to salaries supported from
23 general fund appropriations of the state.

24 Sec. 9. FEDERAL FUNDS APPROPRIATED. All federal
25 grants to and the federal receipts of the agencies
26 affected by this Act which are received and may be
27 expended for purposes of this Act are appropriated for
28 those purposes and as set forth in the federal grants
29 or receipts."

By HALVORSON of Clayton

H-6104 FILED MAY 3, 1992

LOST (p. 2199)

HOUSE FILE 2490

H-6105

1 Amend House File 2490 as follows:

2 1. Page 2, line 35, by inserting after the figure
3 "1992" the following: "and the merit increases".

4 2. Page 3, line 11, by inserting after the figure
5 "1992" the following: "and merit increases".

By SHERZAN of Polk

H-6105 FILED MAY 3, 1992

ADOPTED (p. 2202)

HOUSE FILE 2490

H-6110

- 1 Amend House File 2490 as follows:
2 1. Page 1, line 8, by striking the figure
3 "101,009,928" and inserting the following:
4 "100,109,928".
5 2. Page 2, by striking lines 20 and 21 and
6 inserting the following: "provided in this
7 subsection."
8 3. Page 2, by striking lines 34 and 35 and
9 inserting the following: "subsection 1."
10 4. Page 3, by striking lines 10 and 11 and
11 inserting the following: "the same manner as provided
12 in subsection 1. As used in".
13 5. Page 4, by striking lines 7 and 8 and
14 inserting the following: "state board of regents.
15 In".

By HOLVECK of Polk
HALVORSON of Webster
CORBETT of Linn

H-6110 FILED MAY 4, 1992
LOST (p. 2202)

HOUSE FILE 2490

H-6111

- 1 Amend the amendment, H-6104, to House File 2490, as
2 follows:
3 1. Page 2, by inserting after line 39 the
4 following:
5 "_____. Notwithstanding the percentage increases
6 authorized under this section, the total increase for
7 an individual employee shall not exceed five thousand
8 dollars."
9 2. Page 3, by inserting after line 25 the
10 following:
11 "_____. Notwithstanding the percentage increases
12 authorized under this section, the total increase for
13 an individual employee shall not exceed five thousand
14 dollars."
15 3. By renumbering as necessary.

By SPENNER of Henry

H-6111 FILED MAY 4, 1992
ADOPTED (p. 2198)

HOUSE FILE 2490

H-6109

1 Amend House File 2490 as follows:

2 1. Page 1, line 8, by striking the figure

3 "101,009,928" and inserting the following:

4 "107,500,000".

5 2. Page 2, by striking lines 8 through 28 and

6 inserting the following:

7 "1. The maximum salary levels of all pay plans

8 provided for in section 19A.9, subsection 2, as they

9 existed for the fiscal year ending June 30, 1991,

10 shall be increased for employees who are not included

11 in a collective bargaining agreement made final under

12 chapter 20 and who are not otherwise specified in this

13 Act, by 9 percent for the fiscal year beginning July

14 1, 1992, effective with the pay period beginning July

15 3, 1992. The department of personnel shall revise the

16 pay plans as provided under section 19A.9, subsection

17 2, by increasing the maximum salary levels for the

18 various grades by 9 percent and the minimum salary

19 levels of the various grades in such a way, not to

20 exceed 9 percent, as to achieve comparability with

21 other executive branch pay plans excluding those of

22 the board of regents. In addition to the increases

23 specified above, employees may receive a merit

24 increase in accordance with policies to be adopted by

25 the department of personnel for the reimplementation

26 of merit increases."

27 3. Page 2, by striking lines 34 and 35 and

28 inserting the following: "subsection 1."

29 4. Page 3, lines 10 and 11, by striking the words

30 ", including the bonus of four hundred dollars in

31 December 1992".

By SPEAR of Lee

H-6109 FILED MAY 4, 1992

LOST (p. 2200)

HOUSE FILE 2490

H-6114

- 1 Amend House File 2490 as follows:
 2 1. Page 1, line 8, by striking the figure
 3 "101,009,928" and inserting the following:
 4 "81,809,928".
 5 2. Page 2, line 10, by striking the figure "1991"
 6 and inserting the following: "1992".
 7 3. Page 2, line 11, by striking the figure "1991"
 8 and inserting the following: "1992".
 9 4. Page 2, line 14, by striking the word and
 10 figure "July 3," and inserting the following:
 11 "December 4".
 12 5. Page 2, line 15, by striking the figure "1991"
 13 and inserting the following: "1992".
 14 6. Page 2, line 16, by striking the figure "4"
 15 and inserting the following: "2".
 16 7. Page 2, by striking lines 20 and 21 and
 17 inserting the following: "provided in this
 18 subsection."
 19 8. Page 2, by striking lines 25 through 28 and
 20 inserting the following: "reimplementation of merit
 21 increases."
 22 9. Page 2, by striking lines 34 and 35 and
 23 inserting the following: "subsection 1."
 24 10. Page 3, line 10, by striking the words ",
 25 including the".
 26 11. Page 3, by striking line 11 and inserting the
 27 following: ". As used in".
 28 12. Page 4, by striking lines 7 and 8 and
 29 inserting the following: "state board of regents.
 30 In".

By HOLVECK of Polk

OSTERBERG of Linn

HALVORSON of Webster

CORBETT of Linn

H-6114 FILED MAY 4, 1992

LOST (p. 2201)

HOUSE FILE 2490

H-6116

- 1 Amend House File 2490 as follows:
 2 1. Page 4, by inserting after line 17 the
 3 following:
 4 "Sec. ____ . JUDICIAL SALARIES. From the funds
 5 appropriated from the general fund of the state in
 6 section 1 of this Act, the salary rates specified to
 7 be paid to the persons holding judicial positions in
 8 1990 Iowa Acts, chapter 1256, section 2, shall be
 9 increased by 7 percent for the fiscal year beginning
 10 July 1, 1992, and ending June 30, 1993."
 11 2. By renumbering as necessary.

By NEUHAUSER of Johnson

JAY of Appanoose

H-6116 FILED MAY 4, 1992

NOT GERMANE (p. 2203)

HOUSE FILE 2490

H-6113

1 Amend House File 2490 as follows:

2 1. Page 6, line 5, by inserting after the figure
3 "1993." the following: "A committee shall be
4 appointed to supervise the study and shall have seven
5 members, including six legislators and one member
6 appointed by the governor. The legislative members
7 shall consist of two members of the majority party and
8 one member of the minority party from the house of
9 representatives and the senate. The legislative
10 members shall be selected by the speaker of the house,
11 the majority leader of the senate, and the minority
12 leaders of the house of representatives and the
13 senate.

14 The judicial department shall conduct a separate
15 study of the impact of the salary adjustment
16 provisions of this Act related to the judicial
17 department."

By DODERER of Johnson
CARPENTER of Polk

HAMMOND of Story
NEUHAUSER of Johnson

H-6113 FILED MAY 4, 1992

ADOPTED (p. 2203)

Substituted for SF 2380
HOUSE FILE 2490
BY COMMITTEE ON APPROPRIATIONS

(As Amended and Passed by the House May 4, 1992)

Passed House, Date 5/4/92 (p.2204) Passed Senate, Date 5/4/92 (p.1828)
Vote: Ayes 58 Nays 34 Vote: Ayes 26 Nays 18
Approved Item Voted June 3, 1992

A BILL FOR

1 An Act relating to compensation and benefits for public employees
2 by providing adjustments for salaries, by providing for other
3 properly related matters, by making appropriations, and
4 providing retroactive applicability.

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

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House Amendments _____

1 Section 1. COLLECTIVE BARGAINING AGREEMENTS FUNDED --
2 GENERAL FUND APPROPRIATION FOR COVERED AND NONCOVERED
3 EMPLOYEES. There is appropriated from the general fund of the
4 state to the salary adjustment fund for distribution by the
5 department of management to the various state departments,
6 boards, commissions, councils, and agencies for the fiscal
7 year beginning July 1, 1992, and ending June 30, 1993, the
8 following amount, \$101,009,928, or so much thereof as may be
9 necessary, to fully fund the following annual pay adjustments,
10 expense reimbursements, and related benefits:

11 1. The collective bargaining agreement negotiated pursuant
12 to chapter 20 for employees in the blue collar bargaining
13 unit.

14 2. The collective bargaining agreement negotiated pursuant
15 to chapter 20 for employees in the state police officers
16 council bargaining unit.

17 3. The collective bargaining agreement negotiated pursuant
18 to chapter 20 for employees in the security bargaining unit.

19 4. The collective bargaining agreement negotiated pursuant
20 to chapter 20 for employees in the technical bargaining unit.

21 5. The collective bargaining agreement negotiated pursuant
22 to chapter 20 for employees in the professional fiscal and
23 staff bargaining unit.

24 6. The collective bargaining agreement negotiated pursuant
25 to chapter 20 for employees in the university of northern Iowa
26 faculty bargaining unit.

27 7. The collective bargaining agreement negotiated pursuant
28 to chapter 20 for employees in the clerical bargaining unit.

29 8. The collective bargaining agreement negotiated pursuant
30 to chapter 20 for employees in the professional social
31 services bargaining unit.

32 9. The collective bargaining agreement negotiated pursuant
33 to chapter 20 for employees in the community-based corrections
34 bargaining unit.

35 10. The collective bargaining agreement negotiated

1 pursuant to chapter 20 for employees in the judicial branch of
2 government bargaining unit.

3 1i. The annual pay adjustments, related benefits, and
4 expense reimbursements referred to in sections 2 and 3 of this
5 Act for employees not covered by a collective bargaining
6 agreement.

7 Sec. 2. NONCONTRACT STATE EMPLOYEES -- GENERAL.

8 1. Effective July 3, 1992, all pay plans provided for in
9 section 19A.9, subsection 2, as they existed for the fiscal
10 year ending June 30, 1991, shall be increased as of July 1,
11 1991, for employees who are not included in a bargaining
12 agreement made final under chapter 20 and who are not
13 otherwise specified in this Act, by not less than nor more
14 than 2 percent. Effective July 3, 1992, the pay plans
15 established as of July 1, 1991, in this subsection shall be
16 increased by not less than nor more than 4 percent. The
17 department of personnel shall revise the pay plans as provided
18 under section 19A.9, subsection 2, by increasing the salary
19 levels of the various grades within the respective plans as
20 provided in this subsection. The employees shall receive a
21 bonus of four hundred dollars each, payable in December 1992.
22 In addition to the increases specified above, employees may
23 receive a merit increase in accordance with policies to be
24 adopted by the department of personnel for the
25 reimplementation of merit increases. This subsection does not
26 authorize annual pay adjustments, interest, and related
27 benefits pursuant to the increase in the pay plans for the
28 fiscal year beginning July 1, 1991, and ending June 30, 1992.
29 2. The pay plans for state employees who are exempt from
30 chapter 19A and who are included in the department of revenue
31 and finance's centralized payroll system, and the board office
32 employees of the state board of regents shall be increased by
33 the same percentages and in the same manner as provided in
34 subsection 1, including the bonus of four hundred dollars in
35 December 1992 and the merit increases.

1 3. This section does not apply to members of the general
2 assembly, board members, commission members, salaries of
3 persons set by the general assembly pursuant to this Act, or
4 set by the governor, employees designated under section 19A.3,
5 subsection 5, and employees under the state board of regents,
6 but subsection 2 does apply to office employees of the state
7 board of regents.

8 4. The pay plans for the bargaining eligible employees of
9 the state shall be increased by the same percentages and in
10 the same manner as provided in subsection 1, including the
11 bonus of four hundred dollars in December 1992 and merit
12 increases. As used in this section, "bargaining eligible
13 employee" means an employee who is eligible to organize under
14 chapter 20, but has not done so.

15 5. The policies for implementation of this section shall
16 be approved by the governor.

17 Sec. 3. NONCONTRACT STATE EMPLOYEES -- STATE BOARD OF
18 REGENTS. The funds allocated to the state board of regents
19 for the purpose of providing increases for employees not
20 covered by a collective bargaining agreement shall be used as
21 follows:

22 1. The amount necessary to fund for the fiscal year
23 beginning July 1, 1992, and ending June 30, 1993, an average
24 base salary increase in an amount equal to the salary increase
25 received by state employees in subsection 1 of section 2 of
26 this Act for the fiscal year beginning July 1, 1992, of the
27 base salaries of professional and scientific staff members,
28 except board office employees as provided for in section 2 of
29 this Act, paid during the preceding fiscal year, to be
30 allocated to professional and scientific staff members at the
31 discretion of the state board of regents.

32 2. For employees under the state board of regents merit
33 system who are not included in the collective bargaining
34 agreement made final under chapter 20, except board office
35 employees, the amount necessary to fund an average base salary

1 increase in an amount equivalent to the salary increase
2 received by state employees in subsection 1 of section 2 of
3 this Act for the fiscal year beginning July 1, 1992, to be
4 allocated to the employees of the state board of regents merit
5 system who are not included in the collective bargaining
6 agreement made final under chapter 20 at the discretion of the
7 state board of regents. The employees shall receive a bonus
8 of four hundred dollars each, payable in December 1992. In
9 addition to the increases specified above, employees may
10 receive a merit increase or the equivalent of a merit
11 increase.

12 3. For faculty members who are not included in the
13 collective bargaining agreement made final under chapter 20,
14 for the fiscal year beginning July 1, 1992, and ending June
15 30, 1993, an average base salary increase of 7 percent for the
16 fiscal year beginning July 1, 1992, to be allocated at the
17 discretion of the state board of regents.

18 Sec. 4. REGIONAL LIBRARIES. Of the funds appropriated
19 from the general fund of the state in section 1 of this Act,
20 the department of management shall allocate funds to pay the
21 state's share of authorized salary increases for the fiscal
22 year beginning July 1, 1992, and ending June 30, 1993, for
23 regional libraries.

24 Sec. 5. APPROPRIATIONS FROM ROAD FUNDS.

25 1. There is appropriated from the road use tax fund to the
26 salary adjustment fund for the fiscal year beginning July 1,
27 1992, and ending June 30, 1993, the following amount, or so
28 much thereof as may be necessary, to be used for the purpose
29 designated:

30 To supplement other funds appropriated by the general
31 assembly:

32 \$ 5,159,862

33 2. There is appropriated from the primary road fund to the
34 salary adjustment fund, for the fiscal year beginning July 1,
35 1992, and ending June 30, 1993, the following amount, or so

1 much thereof as may be necessary, to be used for the purpose
2 designated:

3 To supplement other funds appropriated by the general
4 assembly:
5 \$ 14,030,835

6 3. Except as otherwise provided in this Act, the amounts
7 appropriated in subsections 1 and 2 shall be used to fund the
8 annual pay adjustments, expense reimbursements, and related
9 benefits for public employees as provided in the Act.

10 Sec. 6. BACK PAY. The moneys appropriated in this Act
11 shall also be used to pay annual pay adjustments, interest,
12 and related benefits due employees covered by collective
13 bargaining agreements negotiated pursuant to chapter 20 for
14 the fiscal year beginning July 1, 1991, and ending June 30,
15 1992.

16 Sec. 7. SPECIAL FUNDS -- AUTHORIZATION. To departmental
17 revolving, trust, or special funds, except for the primary
18 road fund or the road use tax fund, for which the general
19 assembly has established an operating budget, a supplemental
20 expenditure authorization is provided, unless otherwise
21 provided, in an amount necessary to fund salary adjustments as
22 otherwise provided in this Act.

23 Sec. 8. GENERAL FUND SALARY MONEYS. Funds appropriated
24 from the general fund of the state in this Act relate only to
25 salaries supported from general fund appropriations of the
26 state.

27 Sec. 9. FEDERAL FUNDS APPROPRIATED. All federal grants to
28 and the federal receipts of the agencies affected by this Act
29 which are received and may be expended for purposes of this
30 Act are appropriated for those purposes and as set forth in
31 the federal grants or receipts.

32 Sec. 10. PERSONNEL COMPARABLE WORTH STUDY. The department
33 of personnel shall conduct a study to determine the impact of
34 the salary adjustment provisions in this Act and the changes
35 in salary relationships as a result of the implementation of

1 this Act, and to identify issues of concern, including
2 possible disparities affecting compensation equity. The
3 department shall complete its study and report its findings
4 and recommendations to the general assembly by February 1,
5 1993. A committee shall be appointed to supervise the study
6 and shall have seven members, including six legislators and
7 one member appointed by the governor. The legislative members
8 shall consist of two members of the majority party and one
9 member of the minority party from the house of representatives
10 and the senate. The legislative members shall be selected by
11 the speaker of the house, the majority leader of the senate,
12 and the minority leaders of the house of representatives and
13 the senate.

14 The judicial department shall conduct a separate study of
15 the impact of the salary adjustment provisions of this Act
16 related to the judicial department.

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TERRY E BRANSTAD
GOVERNOR

OFFICE OF THE GOVERNOR

STATE CAPITOL
DES MOINES, IOWA 50319

515 281-5211

June 3, 1992

The Honorable Elaine Baxter
Secretary of State
State Capitol Building
L O C A L

Dear Madam Secretary:

I hereby transmit House File 2490, an act relating to compensation and benefits for public employees by providing adjustments for salaries, by providing for other properly related matters, by making appropriations, and providing retroactive applicability.

House File 2490 is, therefore, approved on this date with the following exceptions which I hereby disapprove.

I am unable to approve the item designated as Section 1, in its entirety. This item appropriates \$101,009,928 from the general fund to cover the estimated cost of salary increases for state employees.

I strongly object to the disparity in the amount of salary increases provided in this bill for contract and non-contract covered employees. This disparity is directly contrary to the state's long-standing policy of providing equal pay for comparable work. Beyond its basic unfairness, I believe such a practice would make the state vulnerable to legal challenges on the basis of the state's comparable worth law. The bill also inappropriately excludes judges from receiving any salary increase.

It is my intention to bring the General Assembly back for a second special session, thus affording an opportunity to enact a new salary bill that corrects these deficiencies.

It remains my intention to implement all labor arbitration awards. With the appropriate action by the General Assembly, that will be accomplished while extending comparable pay raises to noncontract employees.


The Honorable Elaine Baxter
June 3, 1992
Page 2

I am unable to approve the item designated as Section 4, in its entirety. This section authorizes salary increases for employees of regional libraries. Because these individuals are not state employees, it is inappropriate to include them in this Act.

I am unable to approve the item designated as Section 10, in its entirety. Recognizing the potential disparate effects likely to result from implementation of this bill, the General Assembly in this section requires the Department of Personnel to conduct a study of comparable worth, and establishes a committee to supervise the study. Because it is still my expectation to achieve a salary bill that provides for pay equity, such a study will be unnecessary and I am therefore unable to approve this section.

For the above reasons, I hereby respectfully disapprove these items in accordance with Amendment IV of the Amendments of 1968 to the Constitution of the State of Iowa. All other items in House File 2490 are hereby approved as of this date.

Sincerely,


Terry E. Branstad
Governor

TEB/ps

cc: Secretary of the Senate
Chief Clerk of the House

HOUSE FILE 2490

AN ACT

RELATING TO COMPENSATION AND BENEFITS FOR PUBLIC EMPLOYEES BY PROVIDING ADJUSTMENTS FOR SALARIES, BY PROVIDING FOR OTHER PROPERLY RELATED MATTERS, BY MAKING APPROPRIATIONS, AND PROVIDING RETROACTIVE APPLICABILITY.

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

Section 1. COLLECTIVE BARGAINING AGREEMENTS FUNDED -- GENERAL FUND APPROPRIATION FOR COVERED AND NONCOVERED EMPLOYEES. There is appropriated from the general fund of the state to the salary adjustment fund for distribution by the department of management to the various state departments, boards, commissions, councils, and agencies for the fiscal year beginning July 1, 1992, and ending June 30, 1993, the following amount, \$101,009,928, or so much thereof as may be necessary, to fully fund the following annual pay adjustments, expense reimbursements, and related benefits:

1. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the blue collar bargaining unit.
2. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the state police officers council bargaining unit.
3. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the security bargaining unit.
4. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the technical bargaining unit.
5. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the professional fiscal and staff bargaining unit.
6. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the university of northern Iowa faculty bargaining unit.
7. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the clerical bargaining unit.
8. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the professional social services bargaining unit.
9. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the community-based corrections bargaining unit.
10. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the judicial branch of government bargaining unit.
11. The annual pay adjustments, related benefits, and expense reimbursements referred to in sections 2 and 3 of this Act for employees not covered by a collective bargaining agreement.

Sec. 2. NONCONTRACT STATE EMPLOYEES -- GENERAL.

1. Effective July 3, 1992, all pay plans provided for in section 19A.9, subsection 2, as they existed for the fiscal year ending June 30, 1991, shall be increased as of July 1,

3. For faculty members who are not included in the collective bargaining agreement made final under chapter 20, for the fiscal year beginning July 1, 1992, and ending June 30, 1993, an average base salary increase of 7 percent for the fiscal year beginning July 1, 1992, to be allocated at the discretion of the state board of regents.

Sec. 4. REGIONAL LIBRARIES. Of the funds appropriated from the general fund of the state in section 1 of this Act, the department of management shall allocate funds to pay the state's share of authorized salary increases for the fiscal year beginning July 1, 1992, and ending June 30, 1993, for regional libraries.

Sec. 5. APPROPRIATIONS FROM ROAD FUNDS.

1. There is appropriated from the road use tax fund to the salary adjustment fund for the fiscal year beginning July 1, 1992, and ending June 30, 1993, the following amount, or so much thereof as may be necessary, to be used for the purpose designated:

To supplement other funds appropriated by the general assembly:
..... \$ 5,159,862

2. There is appropriated from the primary road fund to the salary adjustment fund, for the fiscal year beginning July 1, 1992, and ending June 30, 1993, the following amount, or so much thereof as may be necessary, to be used for the purpose designated:

To supplement other funds appropriated by the general assembly:
..... \$ 14,030,835

3. Except as otherwise provided in this Act, the amounts appropriated in subsections 1 and 2 shall be used to fund the annual pay adjustments, expense reimbursements, and related benefits for public employees as provided in the Act.

Sec. 6. BACK PAY. The moneys appropriated in this Act shall also be used to pay annual pay adjustments, interest,

and related benefits due employees covered by collective bargaining agreements negotiated pursuant to chapter 20 for the fiscal year beginning July 1, 1991, and ending June 30, 1992.

Sec. 7. SPECIAL FUNDS -- AUTHORIZATION. To departmental revolving, trust, or special funds, except for the primary road fund or the road use tax fund, for which the general assembly has established an operating budget, a supplemental expenditure authorization is provided, unless otherwise provided, in an amount necessary to fund salary adjustments as otherwise provided in this Act.

Sec. 8. GENERAL FUND SALARY MONEYS. Funds appropriated from the general fund of the state in this Act relate only to salaries supported from general fund appropriations of the state.

Sec. 9. FEDERAL FUNDS APPROPRIATED. All federal grants to and the federal receipts of the agencies affected by this Act which are received and may be expended for purposes of this Act are appropriated for those purposes and as set forth in the federal grants or receipts.

Sec. 10. PERSONNEL COMPARABLE WORTH STUDY. The department of personnel shall conduct a study to determine the impact of the salary adjustment provisions in this Act and the changes in salary relationships as a result of the implementation of this Act, and to identify issues of concern, including possible disparities affecting compensation equity. The department shall complete its study and report its findings and recommendations to the general assembly by February 1, 1993. A committee shall be appointed to supervise the study and shall have seven members, including six legislators and one member appointed by the governor. The legislative members shall consist of two members of the majority party and one member of the minority party from the house of representatives and the senate. The legislative members shall be selected by the speaker of the house, the majority leader of the senate,

HF 2490

1991, for employees who are not included in a bargaining agreement made final under chapter 20 and who are not otherwise specified in this Act, by not less than nor more than 2 percent. Effective July 3, 1992, the pay plans established as of July 1, 1991, in this subsection shall be increased by not less than nor more than 4 percent. The department of personnel shall revise the pay plans as provided under section 19A.9, subsection 2, by increasing the salary levels of the various grades within the respective plans as provided in this subsection. The employees shall receive a bonus of four hundred dollars each, payable in December 1992. In addition to the increases specified above, employees may receive a merit increase in accordance with policies to be adopted by the department of personnel for the reimplementation of merit increases. This subsection does not authorize annual pay adjustments, interest, and related benefits pursuant to the increase in the pay plans for the fiscal year beginning July 1, 1991, and ending June 30, 1992.

2. The pay plans for state employees who are exempt from chapter 19A and who are included in the department of revenue and finance's centralized payroll system, and the board office employees of the state board of regents shall be increased by the same percentages and in the same manner as provided in subsection 1, including the bonus of four hundred dollars in December 1992 and the merit increases.

3. This section does not apply to members of the general assembly, board members, commission members, salaries of persons set by the general assembly pursuant to this Act, or set by the governor, employees designated under section 19A.3, subsection 5, and employees under the state board of regents, but subsection 2 does apply to office employees of the state board of regents.

4. The pay plans for the bargaining eligible employees of the state shall be increased by the same percentages and in the same manner as provided in subsection 1, including the

bonus of four hundred dollars in December 1992 and merit increases. As used in this section, "bargaining eligible employee" means an employee who is eligible to organize under chapter 20, but has not done so.

5. The policies for implementation of this section shall be approved by the governor.

Sec. 3. NONCONTRACT STATE EMPLOYEES -- STATE BOARD OF REGENTS. The funds allocated to the state board of regents for the purpose of providing increases for employees not covered by a collective bargaining agreement shall be used as follows:

1. The amount necessary to fund for the fiscal year beginning July 1, 1992, and ending June 30, 1993, an average base salary increase in an amount equal to the salary increase received by state employees in subsection 1 of section 2 of this Act for the fiscal year beginning July 1, 1992, of the base salaries of professional and scientific staff members, except board office employees as provided for in section 2 of this Act, paid during the preceding fiscal year, to be allocated to professional and scientific staff members at the discretion of the state board of regents.

2. For employees under the state board of regents merit system who are not included in the collective bargaining agreement made final under chapter 20, except board office employees, the amount necessary to fund an average base salary increase in an amount equivalent to the salary increase received by state employees in subsection 1 of section 2 of this Act for the fiscal year beginning July 1, 1992, to be allocated to the employees of the state board of regents merit system who are not included in the collective bargaining agreement made final under chapter 20 at the discretion of the state board of regents. The employees shall receive a bonus of four hundred dollars each, payable in December 1992. In addition to the increases specified above, employees may receive a merit increase or the equivalent of a merit increase.

and the minority leaders of the house of representatives and the senate.

The judicial department shall conduct a separate study of the impact of the salary adjustment provisions of this Act related to the judicial department.

ROBERT C. ARNOULD
Speaker of the House

MICHAEL E. GRONSTAL
President of the Senate

I hereby certify that this bill originated in the House and is known as House File 2490, Seventy-fourth General Assembly.

JOSEPH O'HERN
Chief Clerk of the House

Approved  June 3, 1992

TERRY E. BRANSTAD
Governor