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APR 10 1996
APPROPRIATIONS CALENDAR

HOUSE FILE 2497
BY COMMITTEE ON APPROPRIATIONS

(SUCCESSOR TO HSB 753)

Passed House, ^(P.1605) Date 4/12/96 Passed Senate, Date 4/16/96 (P.1403)
Vote: Ayes 81 Nays 10 Vote: Ayes 49 Nays 1
Approved May 30, 1996

A BILL FOR

1 An Act relating to the compensation and benefits for public
2 officials and employees and making appropriations.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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HF 2497

1 Section 1. STATE COURTS -- JUSTICES, JUDGES, AND
2 MAGISTRATES.

3 1. The salary rates specified in subsection 2 are
4 effective for the fiscal year beginning July 1, 1996, with the
5 pay period beginning June 28, 1996, and for subsequent fiscal
6 years until otherwise provided by the general assembly. The
7 salaries provided for in this section shall be paid from funds
8 appropriated to the judicial department from the salary
9 adjustment fund or if the appropriation is not sufficient,
10 from the funds appropriated to the judicial department
11 pursuant to any Act of the general assembly.

12 2. The following annual salary rates shall be paid to the
13 persons holding the judicial positions indicated during the
14 pay periods beginning June 28, 1996, and for subsequent pay
15 periods.

16 a. Chief justice of the supreme court:
17 \$ 104,400

18 b. Each justice of the supreme court:
19 \$ 100,600

20 c. Chief judge of the court of appeals:
21 \$ 100,500

22 d. Each associate judge of the court of appeals:
23 \$ 96,700

24 e. Each chief judge of a judicial district:
25 \$ 95,800

26 f. Each district judge except the chief judge of a
27 judicial district:
28 \$ 92,000

29 g. Each district associate judge:
30 \$ 80,100

31 h. Each judicial magistrate:
32 \$ 20,300

33 i. Each judge who retires after July 1, 1994, and who is
34 assigned and who is appointed a senior judge by the state
35 supreme court:

1 \$ 5,200

2 Sec. 2. SALARY RATE LIMITS. Persons receiving the salary
3 rates established under section 1 of this Act shall not
4 receive any additional salary adjustments provided by this
5 Act.

6 Sec. 3. APPOINTED STATE OFFICERS. The governor shall
7 establish a salary for appointed nonelected persons in the
8 executive branch of state government holding a position
9 enumerated in section 4 of this Act within the range provided,
10 by considering, among other items, the experience of the
11 individual in the position, changes in the duties of the
12 position, the incumbent's performance of assigned duties, and
13 subordinates' salaries. However, the attorney general shall
14 establish the salary for the consumer advocate; the chief
15 justice of the state supreme court shall establish the salary
16 for the state court administrator; the ethics and campaign
17 disclosure board shall establish the salary of the executive
18 director; and the state fair board shall establish the salary
19 of the secretary of the state fair board; each within the
20 salary range provided in section 4 of this Act.

21 The governor, in establishing salaries as provided in
22 section 4 of this Act, shall take into consideration other
23 employee benefits which may be provided for an individual
24 including, but not limited to, housing.

25 A person whose salary is established pursuant to section 4
26 of this Act and who is a full-time permanent employee of the
27 state shall not receive any other remuneration from the state
28 or from any other source for the performance of that person's
29 duties unless the additional remuneration is first approved by
30 the governor or authorized by law. However, this provision
31 does not exclude the reimbursement for necessary travel and
32 expenses incurred in the performance of duties or fringe
33 benefits normally provided to employees of the state.

34 Sec. 4. STATE OFFICERS -- SALARY RATES AND RANGES. The
35 following annual salary ranges are effective for the positions

1 specified in this section for the fiscal year beginning July
2 1, 1996, with the pay period beginning June 28, 1996, and for
3 subsequent fiscal years until otherwise provided by the
4 general assembly. The governor or other person designated in
5 section 3 of this Act shall determine the salary to be paid to
6 the person indicated at a rate within the salary ranges
7 indicated from funds appropriated by the general assembly for
8 that purpose.

9 1. The following are salary ranges 1 through 5:

10 SALARY RANGES	<u>Minimum</u>	<u>Maximum</u>
11 a. Range 1	\$ 8,500	\$25,800
12 b. Range 2	\$31,300	\$51,900
13 c. Range 3	\$42,800	\$60,600
14 d. Range 4	\$51,600	\$69,300
15 e. Range 5	\$60,600	\$78,000

16 2. The following are range 1 positions: There are no
17 range 1 positions.

18 3. The following are range 2 positions: administrator of
19 the arts division of the department of cultural affairs,
20 administrators of the division of persons with disabilities,
21 the division on the status of women, the division on the
22 status of African-Americans, the division for deaf services,
23 and the division of Latino affairs of the department of human
24 rights, administrator of the division of professional
25 licensing and regulation of the department of commerce, and
26 executive director of the commission of veterans affairs.

27 4. The following are range 3 positions: administrator of
28 the division of emergency management of the department of
29 public defense, administrator of criminal and juvenile justice
30 planning of the department of human rights, administrator of
31 the division of community action agencies of the department of
32 human rights, and chairperson and members of the employment
33 appeal board of the department of inspections and appeals.

34 5. The following are range 4 positions: superintendent of
35 banking, superintendent of credit unions, drug abuse

1 prevention coordinator, administrator of the alcoholic
2 beverages division of the department of commerce, state public
3 defender, and chairperson and members of the board of parole.

4 6. The following are range 5 positions: consumer
5 advocate, job service commissioner, labor commissioner,
6 industrial commissioner, administrator of the historical
7 division of the department of cultural affairs, administrator
8 of the public broadcasting division of the department of
9 education, commandant of the veterans home, and secretary of
10 the state fair board.

11 7. The following are salary ranges 6 through 9:

12 SALARY RANGES	Minimum	Maximum
13 a. Range 6	\$46,800	\$ 69,300
14 b. Range 7	\$64,100	\$ 78,600
15 c. Range 8	\$68,700	\$ 91,300
16 d. Range 9	\$76,700	\$108,700

17 8. The following are range 6 positions: director of the
18 department of human rights, director of the Iowa state civil
19 rights commission, executive director of the college student
20 aid commission, director of the department for the blind, and
21 executive director of the ethics and campaign disclosure
22 board.

23 9. The following are range 7 positions: director of the
24 department of cultural affairs, director of the department of
25 personnel, executive director of the department of elder
26 affairs, director of the department of general services,
27 director of the department of commerce, director of the law
28 enforcement academy, and director of the department of
29 inspections and appeals.

30 10. The following are range 8 positions: the adminis-
31 trator of the state racing and gaming commission of the
32 department of inspections and appeals, director of public
33 health, commissioner of public safety, commissioner of
34 insurance, executive director of the Iowa finance authority,
35 director of revenue and finance, director of the department of

1 natural resources, director of the department of corrections,
2 director of the department of employment services, and
3 chairperson of the utilities board. The other members of the
4 utilities board shall receive an annual salary within a range
5 of not less than ninety percent but not more than ninety-five
6 percent of the annual salary of the chairperson of the
7 utilities board.

8 11. The following are range 9 positions: director of the
9 department of education, director of human services, director
10 of the department of economic development, executive director
11 of the state board of regents, director of the state
12 department of transportation, lottery commissioner, the state
13 court administrator, and the director of the department of
14 management.

15 12. If a department of workforce development is
16 established by an Act of the Seventy-sixth General Assembly,
17 1996 Session, which operates at anytime during the fiscal year
18 beginning July 1, 1996, the director of the department shall
19 be compensated as a range 9 position.

20 Sec. 5. PUBLIC EMPLOYMENT RELATIONS BOARD.

21 1. The salary rates specified in this section are
22 effective for the fiscal year beginning July 1, 1996, with the
23 pay period beginning June 28, 1996, and for subsequent fiscal
24 years until otherwise provided by the general assembly. The
25 salaries provided for in this section shall be paid from funds
26 appropriated to the public employment relations board from the
27 salary adjustment fund, or if the appropriation is not
28 sufficient from funds appropriated to the public employment
29 relations board pursuant to any other Act of the general
30 assembly.

31 2. The following annual salary rates shall be paid to the
32 persons holding the positions indicated:

- 33 a. Chairperson of the public employment relations board:
- 34 \$ 61,100
- 35 b. Two members of the public employment relations board:

1 \$ 56,800

2 Sec. 6. COLLECTIVE BARGAINING AGREEMENTS FUNDED -- GENERAL
3 FUND. There is appropriated from the general fund of the
4 state to the salary adjustment fund for the fiscal year
5 beginning July 1, 1996, and ending June 30, 1997, for
6 distribution by the department of management to the various
7 state departments, boards, commissions, councils, and
8 agencies, including the state board of regents, the amount of
9 \$27,023,500, or so much thereof as may be necessary, to fully
10 fund the following annual pay adjustments, expense
11 reimbursements, and related benefits:

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

15 2. The collective bargaining agreement negotiated pursuant
16 to chapter 20 for employees in the public safety bargaining
17 unit.

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

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

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

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

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

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

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

1 10. The collective bargaining agreement negotiated
2 pursuant to chapter 20 for employees in the judicial branch of
3 government bargaining unit.

4 11. The collective bargaining agreement negotiated
5 pursuant to chapter 20 for employees in the patient care
6 bargaining unit.

7 12. The collective bargaining agreement negotiated
8 pursuant to chapter 20 for employees in the science bargaining
9 unit.

10 13. The annual pay adjustments, related benefits, and
11 expense reimbursements referred to in sections 8 and 9 of this
12 Act for employees not covered by a collective bargaining
13 agreement.

14 Sec. 7. SALARY ADJUSTMENT FUND -- NONREVERSION.
15 Notwithstanding section 8.33, any unencumbered and unobligated
16 moneys remaining from the moneys appropriated to the salary
17 adjustment fund pursuant to 1995 Iowa Acts, chapter 211,
18 section 7, shall not revert to the general fund of the state
19 but shall be used for the purposes specified in section 6 of
20 this Act.

21 Sec. 8. NONCONTRACT STATE EMPLOYEES -- GENERAL.

22 1. a. For the fiscal year beginning July 1, 1996, the
23 maximum salary levels of all pay plans provided for in section
24 19A.9, subsection 2, as they exist for the fiscal year ending
25 June 30, 1996, shall be increased by 2.5 percent for the pay
26 period beginning June 28, 1996.

27 b. In addition to the increases specified in this
28 subsection, for the fiscal year beginning July 1, 1996,
29 employees may receive a merit increase or the equivalent of a
30 merit increase.

31 c. On December 6, 1996, full-time employees paid at or
32 above their maximum salary range shall receive an additional
33 \$300 in compensation and part-time employees shall receive an
34 additional \$150 in compensation. The compensation shall not
35 be added to base salary. Full-time employees are employees

1 who work at least 32 hours per week.

2 2. The pay plans for state employees who are exempt from
3 chapter 19A and who are included in the department of revenue
4 and finance's centralized payroll system shall be increased in
5 the same manner as provided in subsection 1.

6 3. This section does not apply to members of the general
7 assembly, board members, commission members, salaries of
8 persons set by the general assembly pursuant to this Act, or
9 set by the governor, employees designated under section 19A.3,
10 subsection 5, and employees covered by 581 IAC 4.5(17).

11 4. The pay plans for the bargaining eligible employees of
12 the state shall be increased in the same manner as provided in
13 subsection 1. As used in this section, "bargaining eligible
14 employee" means an employee who is eligible to organize under
15 chapter 20, but has not done so.

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

18 Sec. 9. STATE EMPLOYEES -- STATE BOARD OF REGENTS. Funds
19 from the appropriation in section 6 of this Act shall be
20 allocated to the state board of regents for the purposes of
21 providing increases for state board of regents employees
22 covered by section 6 of this Act and for employees not covered
23 by a collective bargaining agreement as follows:

24 1. For regents merit system employees to fund for the
25 fiscal year beginning July 1, 1996, increases comparable to
26 those provided for similar contract-covered employees in this
27 Act.

28 2. For faculty members and professional and scientific
29 employees to fund for the fiscal year beginning July 1, 1996,
30 percentage increases comparable to those provided for
31 contract-covered employees in section 6, subsection 6, of this
32 Act.

33 Sec. 10. APPROPRIATIONS FROM ROAD FUNDS.

34 1. There is appropriated from the road use tax fund to the
35 salary adjustment fund for the fiscal year beginning July 1,

1 1996, and ending June 30, 1997, the following amount, or so
2 much thereof as may be necessary, to be used for the purpose
3 designated:

4 To supplement other funds appropriated by the general
5 assembly:
6 \$ 436,700

7 2. There is appropriated from the primary road fund to the
8 salary adjustment fund, for the fiscal year beginning July 1,
9 1996, and ending June 30, 1997, the following amount, or so
10 much thereof as may be necessary, to be used for the purpose
11 designated:

12 To supplement other funds appropriated by the general
13 assembly:
14 \$ 2,713,800

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

19 Sec. 11. SPECIAL FUNDS -- AUTHORIZATION. To departmental
20 revolving, trust, or special funds, except for the primary
21 road fund or the road use tax fund, for which the general
22 assembly has established an operating budget, a supplemental
23 expenditure authorization is provided, unless otherwise
24 provided, in an amount necessary to fund salary adjustments as
25 otherwise provided in this Act.

26 Sec. 12. GENERAL FUND SALARY MONEYS. Funds appropriated
27 from the general fund of the state in this Act relate only to
28 salaries supported from general fund appropriations of the
29 state except for employees of the state board of regents. The
30 funds appropriated from the general fund of the state for
31 employees of the state board of regents shall exclude general
32 university indirect costs and general university federal
33 funds.

34 Sec. 13. FEDERAL FUNDS APPROPRIATED. All federal grants
35 to and the federal receipts of the agencies affected by this

1 Act which are received and may be expended for purposes of
2 this Act are appropriated for those purposes and as set forth
3 in the federal grants or receipts.

4 Sec. 14. USE OF SURPLUS INSURANCE FUNDS. Notwithstanding
5 any contrary provision of House File 2416, if enacted by the
6 Second Regular Session of the Seventy-sixth General Assembly,
7 the executive council may expend moneys from surplus funds in
8 the health insurance reserve operating or terminal liability
9 account to decrease state employee health insurance premium
10 costs for the fiscal period beginning August 1996 through
11 August 1997.

12 Sec. 15. LEGISLATIVE STUDY OF JUDICIAL SALARIES. The
13 legislative council may establish an interim study of
14 compensation of justices and judges of the judicial department
15 of this state focused on the ability to recruit and retain
16 qualified candidates in the judicial department. The
17 recommendations of the study shall be submitted to the
18 governor and general assembly in January 1997.

19 EXPLANATION

20 This bill relates to and appropriates moneys to fund salary
21 adjustments for state appointed nonelected officers, justices,
22 judges, magistrates, employees subject to collective
23 bargaining agreements, and noncontract employees.

24 For the fiscal year beginning July 1, 1996, the salary
25 rates of justices, judges, and judicial magistrates are
26 increased by approximately 4.0 percent from the last increase.
27 Senior judges receive a salary of \$5,200 under the bill.
28 Other state officers and state employees, except the officers
29 and employees of the state board of regents, will receive a
30 2.5 percent increase with the pay period beginning June 28,
31 1996. The state employees may also receive merit step
32 increases or a one-time cash bonus if not able to receive a
33 merit increase.

34 Salary ranges for appointed state officers are increased by
35 approximately 2.5 percent except salary range 6 which is

1 increased by 13.1 percent.

2 The state board of regents officers and employees not under
3 collective bargaining receive similar pay increases to the
4 regents contract employees.

5 The bill requests an interim legislative study of judicial
6 compensation to focus on the ability to recruit and retain
7 qualified candidates in the judicial department.

8 The bill also authorizes the executive council to use
9 surplus funds in the health insurance reserve or terminal
10 liability accounts to reduce health insurance premium costs
11 for the fiscal period beginning August 1996 through August
12 1997.

13 The bill funds the salary adjustments for the fiscal year
14 beginning July 1, 1996.

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HOUSE FILE 2497

H-5928

1 Amend House File 2497 as follows:
2 1. Page 10, by inserting after line 18 the
3 following:
4 "Sec. ____ . REPORT ON PROJECTED COSTS OF SALARY
5 INCREASES FOR FISCAL YEARS 1998 AND 1999. The
6 legislative fiscal bureau shall prepare a report to
7 the chairpersons and ranking members of the committees
8 on appropriations which projects the total costs of
9 all salary increases including the annualization of
10 salaries for the fiscal years 1998 and 1999. The
11 report shall include salary costs from all funds
12 including the general fund of the state and the
13 restricted funds. The report shall be submitted not
14 later than April 1, 1997."
15 2. By renumbering as necessary.
By MEYER of Sac HOUSER of Pottawattamie
CORMACK of Webster DRAKE of Pottawattamie
GRUNDBERG of Polk

H-5928 FILED APRIL 11, 1996

adopted
4-12-96
(P 1605)

HOUSE FILE 2497

H-5939

1 Amend House File 2497 as follows:
2 1. Page 4, by striking lines 9 and 10 and
3 inserting the following: "education, and commandant
4 of the veterans home."
5 2. Page 5, line 2, by inserting after the word
6 "services," the following: "secretary of the state
7 fair board,".

By GIPP of Winneshiek

H-5939 FILED APRIL 11, 1996

adopted 4-12-96 (P 1605)

HOUSE FILE 2497

H-5941

1 Amend House File 2497 as follows:
2 1. Page 1, line 17, by striking the figure
3 "104,400" and inserting the following: "105,400".
4 2. Page 1, line 19, by striking the figure
5 "100,600" and inserting the following: "101,500".
6 3. Page 1, line 21, by striking the figure
7 "100,500" and inserting the following: "101,400".
8 4. Page 1, line 23, by striking the figure
9 "96,700" and inserting the following: "97,600".
10 5. Page 1, line 25, by striking the figure
11 "95,800" and inserting the following: "96,700".
12 6. Page 1, line 28, by striking the figure
13 "92,000" and inserting the following: "92,900".
14 7. Page 1, line 30, by striking the figure
15 "80,100" and inserting the following: "80,800".
16 8. Page 1, line 32, by striking the figure
17 "20,300" and inserting the following: "20,500".
18 9. Page 2, line 1, by striking the figure "5,200"
19 and inserting the following: "5,250".

By GARMAN of Story

H-5941 FILED APRIL 12, 1996

Lost 4/12/96 (P. 1604)

HOUSE FILE 2497
BY COMMITTEE ON APPROPRIATIONS

(SUCCESSOR TO HSB 753)

(As Amended and Passed by the House, April 12, 1996)

Re-Passed House, Date 4/17/96 (p. 1703) Passed Senate, Date 4/16/96 (p. 1463)
Vote: Ayes 90 Nays 3 Vote: Ayes 49 Nays 1
Approved May 30, 1996 Repassed 4-29-96
Vote 42-5 (P. 152)

A BILL FOR

1 An Act relating to the compensation and benefits for public
2 officials and employees and making appropriations.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

House Amendments _____

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1 Section 1. STATE COURTS -- JUSTICES, JUDGES, AND
2 MAGISTRATES.

3 1. The salary rates specified in subsection 2 are
4 effective for the fiscal year beginning July 1, 1996, with the
5 pay period beginning June 28, 1996, and for subsequent fiscal
6 years until otherwise provided by the general assembly. The
7 salaries provided for in this section shall be paid from funds
8 appropriated to the judicial department from the salary
9 adjustment fund or if the appropriation is not sufficient,
10 from the funds appropriated to the judicial department
11 pursuant to any Act of the general assembly.

12 2. The following annual salary rates shall be paid to the
13 persons holding the judicial positions indicated during the
14 pay periods beginning June 28, 1996, and for subsequent pay
15 periods.

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- 17 \$ 104,400
- 18 b. Each justice of the supreme court:
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- 20 c. Chief judge of the court of appeals:
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- 22 d. Each associate judge of the court of appeals:
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- 24 e. Each chief judge of a judicial district:
- 25 \$ 95,800
- 26 f. Each district judge except the chief judge of a
- 27 judicial district:
- 28 \$ 92,000
- 29 g. Each district associate judge:
- 30 \$ 80,100
- 31 h. Each judicial magistrate:
- 32 \$ 20,300
- 33 i. Each judge who retires after July 1, 1994, and who is
- 34 assigned and who is appointed a senior judge by the state
- 35 supreme court:

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3 rates established under section 1 of this Act shall not
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7 establish a salary for appointed nonelected persons in the
8 executive branch of state government holding a position
9 enumerated in section 4 of this Act within the range provided,
10 by considering, among other items, the experience of the
11 individual in the position, changes in the duties of the
12 position, the incumbent's performance of assigned duties, and
13 subordinates' salaries. However, the attorney general shall
14 establish the salary for the consumer advocate; the chief
15 justice of the state supreme court shall establish the salary
16 for the state court administrator; the ethics and campaign
17 disclosure board shall establish the salary of the executive
18 director; and the state fair board shall establish the salary
19 of the secretary of the state fair board; each within the
20 salary range provided in section 4 of this Act.

21 The governor, in establishing salaries as provided in
22 section 4 of this Act, shall take into consideration other
23 employee benefits which may be provided for an individual
24 including, but not limited to, housing.

25 A person whose salary is established pursuant to section 4
26 of this Act and who is a full-time permanent employee of the
27 state shall not receive any other remuneration from the state
28 or from any other source for the performance of that person's
29 duties unless the additional remuneration is first approved by
30 the governor or authorized by law. However, this provision
31 does not exclude the reimbursement for necessary travel and
32 expenses incurred in the performance of duties or fringe
33 benefits normally provided to employees of the state.

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35 following annual salary ranges are effective for the positions

1 specified in this section for the fiscal year beginning July
2 1, 1996, with the pay period beginning June 28, 1996, and for
3 subsequent fiscal years until otherwise provided by the
4 general assembly. The governor or other person designated in
5 section 3 of this Act shall determine the salary to be paid to
6 the person indicated at a rate within the salary ranges
7 indicated from funds appropriated by the general assembly for
8 that purpose.

9 1. The following are salary ranges 1 through 5:

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11 a. Range 1	\$ 8,500	\$25,800
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17 range 1 positions.

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20 administrators of the division of persons with disabilities,
21 the division on the status of women, the division on the
22 status of African-Americans, the division for deaf services,
23 and the division of Latino affairs of the department of human
24 rights, administrator of the division of professional
25 licensing and regulation of the department of commerce, and
26 executive director of the commission of veterans affairs.

27 4. The following are range 3 positions: administrator of
28 the division of emergency management of the department of
29 public defense, administrator of criminal and juvenile justice
30 planning of the department of human rights, administrator of
31 the division of community action agencies of the department of
32 human rights, and chairperson and members of the employment
33 appeal board of the department of inspections and appeals.

34 5. The following are range 4 positions: superintendent of
35 banking, superintendent of credit unions, drug abuse

1 prevention coordinator, administrator of the alcoholic
2 beverages division of the department of commerce, state public
3 defender, and chairperson and members of the board of parole.

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5 advocate, job service commissioner, labor commissioner,
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8 of the public broadcasting division of the department of
9 education, and commandant of the veterans home.

10 7. The following are salary ranges 6 through 9:

11 SALARY RANGES	Minimum	Maximum
12 a. Range 6	\$46,800	\$ 69,300
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17 department of human rights, director of the Iowa state civil
18 rights commission, executive director of the college student
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20 executive director of the ethics and campaign disclosure
21 board.

22 9. The following are range 7 positions: director of the
23 department of cultural affairs, director of the department of
24 personnel, executive director of the department of elder
25 affairs, director of the department of general services,
26 director of the department of commerce, director of the law
27 enforcement academy, and director of the department of
28 inspections and appeals.

29 10. The following are range 8 positions: the adminis-
30 trator of the state racing and gaming commission of the
31 department of inspections and appeals, director of public
32 health, commissioner of public safety, commissioner of
33 insurance, executive director of the Iowa finance authority,
34 director of revenue and finance, director of the department of
35 natural resources, director of the department of corrections,

1 director of the department of employment services, secretary
2 of the state fair board, and chairperson of the utilities
3 board. The other members of the utilities board shall receive
4 an annual salary within a range of not less than ninety
5 percent but not more than ninety-five percent of the annual
6 salary of the chairperson of the utilities board.

7 11. The following are range 9 positions: director of the
8 department of education, director of human services, director
9 of the department of economic development, executive director
10 of the state board of regents, director of the state
11 department of transportation, lottery commissioner, the state
12 court administrator, and the director of the department of
13 management.

14 12. If a department of workforce development is
15 established by an Act of the Seventy-sixth General Assembly,
16 1996 Session, which operates at anytime during the fiscal year
17 beginning July 1, 1996, the director of the department shall
18 be compensated as a range 9 position.

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20 1. The salary rates specified in this section are
21 effective for the fiscal year beginning July 1, 1996, with the
22 pay period beginning June 28, 1996, and for subsequent fiscal
23 years until otherwise provided by the general assembly. The
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25 appropriated to the public employment relations board from the
26 salary adjustment fund, or if the appropriation is not
27 sufficient from funds appropriated to the public employment
28 relations board pursuant to any other Act of the general
29 assembly.

30 2. The following annual salary rates shall be paid to the
31 persons holding the positions indicated:

- 32 a. Chairperson of the public employment relations board:
- 33 \$ 61,100
- 34 b. Two members of the public employment relations board:
- 35 \$ 56,800

1 Sec. 6. COLLECTIVE BARGAINING AGREEMENTS FUNDED -- GENERAL
2 FUND. There is appropriated from the general fund of the
3 state to the salary adjustment fund for the fiscal year
4 beginning July 1, 1996, and ending June 30, 1997, for
5 distribution by the department of management to the various
6 state departments, boards, commissions, councils, and
7 agencies, including the state board of regents, the amount of
8 \$27,023,500, or so much thereof as may be necessary, to fully
9 fund the following annual pay adjustments, expense
10 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 public safety bargaining
16 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 collective bargaining agreement negotiated
4 pursuant to chapter 20 for employees in the patient care
5 bargaining unit.

6 12. The collective bargaining agreement negotiated
7 pursuant to chapter 20 for employees in the science bargaining
8 unit.

9 13. The annual pay adjustments, related benefits, and
10 expense reimbursements referred to in sections 8 and 9 of this
11 Act for employees not covered by a collective bargaining
12 agreement.

13 Sec. 7. SALARY ADJUSTMENT FUND -- NONREVERSION.
14 Notwithstanding section 8.33, any unencumbered and unobligated
15 moneys remaining from the moneys appropriated to the salary
16 adjustment fund pursuant to 1995 Iowa Acts, chapter 211,
17 section 7, shall not revert to the general fund of the state
18 but shall be used for the purposes specified in section 6 of
19 this Act.

20 Sec. 8. NONCONTRACT STATE EMPLOYEES -- GENERAL.

21 1. a. For the fiscal year beginning July 1, 1996, the
22 maximum salary levels of all pay plans provided for in section
23 19A.9, subsection 2, as they exist for the fiscal year ending
24 June 30, 1996, shall be increased by 2.5 percent for the pay
25 period beginning June 28, 1996.

26 b. In addition to the increases specified in this
27 subsection, for the fiscal year beginning July 1, 1996,
28 employees may receive a merit increase or the equivalent of a
29 merit increase.

30 c. On December 6, 1996, full-time employees paid at or
31 above their maximum salary range shall receive an additional
32 \$300 in compensation and part-time employees shall receive an
33 additional \$150 in compensation. The compensation shall not
34 be added to base salary. Full-time employees are employees
35 who work at least 32 hours per week.

1 2. The pay plans for state employees who are exempt from
2 chapter 19A and who are included in the department of revenue
3 and finance's centralized payroll system shall be increased in
4 the same manner as provided in subsection 1.

5 3. This section does not apply to members of the general
6 assembly, board members, commission members, salaries of
7 persons set by the general assembly pursuant to this Act, or
8 set by the governor, employees designated under section 19A.3,
9 subsection 5, and employees covered by 581 IAC 4.5(17).

10 4. The pay plans for the bargaining eligible employees of
11 the state shall be increased in the same manner as provided in
12 subsection 1. 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. 9. STATE EMPLOYEES -- STATE BOARD OF REGENTS. Funds
18 from the appropriation in section 6 of this Act shall be
19 allocated to the state board of regents for the purposes of
20 providing increases for state board of regents employees
21 covered by section 6 of this Act and for employees not covered
22 by a collective bargaining agreement as follows:

23 1. For regents merit system employees to fund for the
24 fiscal year beginning July 1, 1996, increases comparable to
25 those provided for similar contract-covered employees in this
26 Act.

27 2. For faculty members and professional and scientific
28 employees to fund for the fiscal year beginning July 1, 1996,
29 percentage increases comparable to those provided for
30 contract-covered employees in section 6, subsection 6, of this
31 Act.

32 Sec. 10. APPROPRIATIONS FROM ROAD FUNDS.

33 1. There is appropriated from the road use tax fund to the
34 salary adjustment fund for the fiscal year beginning July 1,
35 1996, and ending June 30, 1997, 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 \$ 436,700

6 2. There is appropriated from the primary road fund to the
7 salary adjustment fund, for the fiscal year beginning July 1,
8 1996, and ending June 30, 1997, the following amount, or so
9 much thereof as may be necessary, to be used for the purpose
10 designated:

11 To supplement other funds appropriated by the general
12 assembly:

13 \$ 2,713,800

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

18 Sec. 11. SPECIAL FUNDS -- AUTHORIZATION. To departmental
19 revolving, trust, or special funds, except for the primary
20 road fund or the road use tax fund, for which the general
21 assembly has established an operating budget, a supplemental
22 expenditure authorization is provided, unless otherwise
23 provided, in an amount necessary to fund salary adjustments as
24 otherwise provided in this Act.

25 Sec. 12. GENERAL FUND SALARY MONEYS. Funds appropriated
26 from the general fund of the state in this Act relate only to
27 salaries supported from general fund appropriations of the
28 state except for employees of the state board of regents. The
29 funds appropriated from the general fund of the state for
30 employees of the state board of regents shall exclude general
31 university indirect costs and general university federal
32 funds.

33 Sec. 13. FEDERAL FUNDS APPROPRIATED. All federal grants
34 to and the federal receipts of the agencies affected by this
35 Act which are received and may be expended for purposes of

1 this Act are appropriated for those purposes and as set forth
2 in the federal grants or receipts.

3 Sec. 14. USE OF SURPLUS INSURANCE FUNDS. Notwithstanding
4 any contrary provision of House File 2416, if enacted by the
5 Second Regular Session of the Seventy-sixth General Assembly,
6 the executive council may expend moneys from surplus funds in
7 the health insurance reserve operating or terminal liability
8 account to decrease state employee health insurance premium
9 costs for the fiscal period beginning August 1996 through
10 August 1997.

11 Sec. 15. LEGISLATIVE STUDY OF JUDICIAL SALARIES. The
12 legislative council may establish an interim study of
13 compensation of justices and judges of the judicial department
14 of this state focused on the ability to recruit and retain
15 qualified candidates in the judicial department. The
16 recommendations of the study shall be submitted to the
17 governor and general assembly in January 1997.

18 Sec. 16. REPORT ON PROJECTED COSTS OF SALARY INCREASES FOR
19 FISCAL YEARS 1998 AND 1999. The legislative fiscal bureau
20 shall prepare a report to the chairpersons and ranking members
21 of the committees on appropriations which projects the total
22 costs of all salary increases including the annualization of
23 salaries for the fiscal years 1998 and 1999. The report shall
24 include salary costs from all funds including the general fund
25 of the state and the restricted funds. The report shall be
26 submitted not later than April 1, 1997.

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HOUSE FILE 2497

S-5794

1 Amend House File 2497, as amended, passed, and
2 reprinted by the House, as follows:
3 1. Page 7, by inserting after line 12 the
4 following:
5 "If the funds appropriated to the salary adjustment
6 fund pursuant to this section are insufficient to
7 fully fund the annual salary adjustments, expense
8 reimbursements, and related benefits, an amount
9 sufficient to pay any remaining obligations payable
10 from the salary adjustment fund is appropriated from
11 the general fund of the state to the salary adjustment
12 fund for that purpose."

By MARY KRAMER

S-5794 FILED APRIL 16, 1996

ADOPTED (p.1402)

HOUSE FILE 2497

S-5796

1 Amend House File 2497, as amended, passed, and
2 reprinted by the House, as follows:
3 1. Page 4, line 23, by inserting after the word
4 "affairs," the following: "administrator of the state
5 racing and gaming commission of the department of
6 inspections and appeals,".
7 2. Page 4, line 26, by inserting after the word
8 "commerce," the following: "secretary of the state
9 fair board,".
10 3. Page 4, lines 29 through 31, by striking the
11 words "the administrator of the state racing and
12 gaming commission of the department of inspections and
13 appeals,".
14 4. Page 5, lines 1 and 2, by striking the words
15 "secretary of the state fair board,".

By MARY LUNDBY
ANDY MCKEAN

S-5796 FILED APRIL 16, 1996

LOST (p.1402)

HOUSE FILE 2497

S-5797

1 Amend House File 2497, as amended, passed, and
2 reprinted by the House, as follows:
3 1. Page 8, line 23, by inserting after the word
4 "employees" the following: "and merit supervisory
5 employees".

By ROBERT DVORSKY

S-5797 FILED APRIL 16, 1996

ADOPTED (p.1403)

HOUSE FILE 2497

S-5790

1 Amend House File 2497, as amended, passed, and
2 reprinted by the House, as follows:

DIV 3 1. Page 5, lines 1 and 2, by striking the words
B 4 "secretary of the state fair board,".

5 2. Page 5, line 12, by inserting after the word
6 "administrator," the following: "secretary of the
7 state fair board,".

DIV 8 3. Page 6, line 10, by inserting after the word
A 9 "benefits" the following: "and to fund the
10 expenditures authorized in section 101 of this Act".

11 4. Page 7, by inserting after line 12 the
12 following:

13 "Sec. 101. STATE SALARY PROJECT MODEL. The
14 department of management may expend up to \$55,848 for
15 salaries, support, and miscellaneous purposes
16 including 1.00 FTE for the purpose of support and
17 maintenance of a state salary project model."

18 5. By renumbering, relettering, or redesignating
19 and correcting internal references as necessary.

By COMMITTEE ON APPROPRIATIONS
LARRY MURPHY, Chairperson

S-5790 FILED APRIL 16, 1996

DIV A - WITHDRAWN, DIV B - ADOPTED (p.1402) (p.1403)

HOUSE FILE 2497

S-5793

1 Amend House File 2497, as amended, passed, and
2 reprinted by the House, as follows:

3 1. Page 8, by inserting after line 14 the
4 following:

5 "_____. A noncontract supervisory employee shall not
6 receive an annual salary which is less than the annual
7 salary of a contract employee who the noncontract
8 employee supervises. This subsection shall not apply
9 to persons appointed by the governor, elected state
10 officers, and persons appointed by the state board of
11 regents."

12 2. By renumbering as necessary.

By MARY KRAMER

S-5793 FILED APRIL 16, 1996

LOST (p.1403)

HOUSE AMENDMENT TO SENATE AMENDMENT TO
HOUSE FILE 2497

S-5808

1 Amend the amendment, H-5976, to House File 2497, as
2 amended, passed, and reprinted by the House, as
3 follows:

4 1. Page 1, by striking lines 8 through 17.

RECEIVED FROM THE HOUSE

S-5808 FILED APRIL 17, 1996

*Senate Concurred 4-29-96**(p.1526)*

SENATE AMENDMENT TO HOUSE FILE 2497

H-5976

- 1 Amend House File 2497, as amended, passed, and
- 2 reprinted by the House, as follows:
- 3 1. Page 5, lines 1 and 2, by striking the words
- 4 "secretary of the state fair board,".
- 5 2. Page 5, line 12, by inserting after the word
- 6 "administrator," the following: "secretary of the
- 7 state fair board,".
- 8 3. Page 7, by inserting after line 12 the
- 9 following:
- 10 "If the funds appropriated to the salary adjustment
- 11 fund pursuant to this section are insufficient to
- 12 fully fund the annual salary adjustments, expense
- 13 reimbursements, and related benefits, an amount
- 14 sufficient to pay any remaining obligations payable
- 15 from the salary adjustment fund is appropriated from
- 16 the general fund of the state to the salary adjustment
- 17 fund for that purpose."
- 18 4. Page 8, line 23, by inserting after the word
- 19 "employees" the following: "and merit supervisory
- 20 employees".
- 21 5. By renumbering, relettering, or redesignating
- 22 and correcting internal references as necessary.

RECEIVED FROM THE SENATE

H-5976 FILED APRIL 17, 1996

House concurred in as amended (p. 1703)

HOUSE FILE 2497

H-5991

- 1 Amend the amendment, H-5976, to House File 2497, as
 - 2 amended, passed, and reprinted by the House, as
 - 3 follows:
 - 4 1. Page 1, by striking lines 8 through 17.
- By GIPP of Winneshiek

H-5991 FILED APRIL 17, 1996

Adopted (p. 1703)

GIPP
Metcalfe
MURPHY

H3B 753

APPROPRIATIONS

HOUSE FILE

2497

BY (PROPOSED COMMITTEE ON
APPROPRIATIONS BILL
BY CHAIRPERSON MILLAGE)

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

A BILL FOR

1 An Act relating to the compensation and benefits for public
2 officials and employees and making appropriations.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Section 1. STATE COURTS -- JUSTICES, JUDGES, AND
2 MAGISTRATES.

3 1. The salary rates specified in subsection 2 are
4 effective for the fiscal year beginning July 1, 1996, with the
5 pay period beginning June 28, 1996, and for subsequent fiscal
6 years until otherwise provided by the general assembly. The
7 salaries provided for in this section shall be paid from funds
8 appropriated to the judicial department from the salary
9 adjustment fund or if the appropriation is not sufficient,
10 from the funds appropriated to the judicial department
11 pursuant to any Act of the general assembly.

12 2. The following annual salary rates shall be paid to the
13 persons holding the judicial positions indicated during the
14 pay periods beginning June 28, 1996, and for subsequent pay
15 periods.

- 16 a. Chief justice of the supreme court:
- 17 \$ 104,400
- 18 b. Each justice of the supreme court:
- 19 \$ 100,600
- 20 c. Chief judge of the court of appeals:
- 21 \$ 100,500
- 22 d. Each associate judge of the court of appeals:
- 23 \$ 96,700
- 24 e. Each chief judge of a judicial district:
- 25 \$ 95,800
- 26 f. Each district judge except the chief judge of a
- 27 judicial district:
- 28 \$ 92,000
- 29 g. Each district associate judge:
- 30 \$ 80,100
- 31 h. Each judicial magistrate:
- 32 \$ 20,300
- 33 i. Each judge who retires after July 1, 1994, and who is
- 34 assigned and who is appointed a senior judge by the state
- 35 supreme court:

1 \$ 5,200

2 Sec. 2. SALARY RATE LIMITS. Persons receiving the salary
3 rates established under section 1 of this Act shall not
4 receive any additional salary adjustments provided by this
5 Act.

6 Sec. 3. APPOINTED STATE OFFICERS. The governor shall
7 establish a salary for appointed nonelected persons in the
8 executive branch of state government holding a position
9 enumerated in section 4 of this Act within the range provided,
10 by considering, among other items, the experience of the
11 individual in the position, changes in the duties of the
12 position, the incumbent's performance of assigned duties, and
13 subordinates' salaries. However, the attorney general shall
14 establish the salary for the consumer advocate; the chief
15 justice of the state supreme court shall establish the salary
16 for the state court administrator; the ethics and campaign
17 disclosure board shall establish the salary of the executive
18 director; and the state fair board shall establish the salary
19 of the secretary of the state fair board; each within the
20 salary range provided in section 4 of this Act.

21 The governor, in establishing salaries as provided in
22 section 4 of this Act, shall take into consideration other
23 employee benefits which may be provided for an individual
24 including, but not limited to, housing.

25 A person whose salary is established pursuant to section 4
26 of this Act and who is a full-time permanent employee of the
27 state shall not receive any other remuneration from the state
28 or from any other source for the performance of that person's
29 duties unless the additional remuneration is first approved by
30 the governor or authorized by law. However, this provision
31 does not exclude the reimbursement for necessary travel and
32 expenses incurred in the performance of duties or fringe
33 benefits normally provided to employees of the state.

34 Sec. 4. STATE OFFICERS -- SALARY RATES AND RANGES. The
35 following annual salary ranges are effective for the positions

1 specified in this section for the fiscal year beginning July
2 1, 1996, with the pay period beginning June 28, 1996, and for
3 subsequent fiscal years until otherwise provided by the
4 general assembly. The governor or other person designated in
5 section 3 of this Act shall determine the salary to be paid to
6 the person indicated at a rate within the salary ranges
7 indicated from funds appropriated by the general assembly for
8 that purpose.

9 1. The following are salary ranges 1 through 5:

10 SALARY RANGES	<u>Minimum</u>	<u>Maximum</u>
11 a. Range 1	\$ 8,500	\$25,800
12 b. Range 2	\$31,300	\$51,900
13 c. Range 3	\$42,800	\$60,600
14 d. Range 4	\$51,600	\$69,300
15 e. Range 5	\$60,600	\$78,000

16 2. The following are range 1 positions: There are no
17 range 1 positions.

18 3. The following are range 2 positions: administrator of
19 the arts division of the department of cultural affairs,
20 administrators of the division of persons with disabilities,
21 the division on the status of women, the division on the
22 status of African-Americans, the division for deaf services,
23 and the division of Latino affairs of the department of human
24 rights, administrator of the division of professional
25 licensing and regulation of the department of commerce, and
26 executive director of the commission of veterans affairs.

27 4. The following are range 3 positions: administrator of
28 the division of emergency management of the department of
29 public defense, administrator of criminal and juvenile justice
30 planning of the department of human rights, administrator of
31 the division of community action agencies of the department of
32 human rights, and chairperson and members of the employment
33 appeal board of the department of inspections and appeals.

34 5. The following are range 4 positions: superintendent of
35 banking, superintendent of credit unions, drug abuse

1 prevention coordinator, administrator of the alcoholic
 2 beverages division of the department of commerce, state public
 3 defender, and chairperson and members of the board of parole.

4 6. The following are range 5 positions: consumer
 5 advocate, job service commissioner, labor commissioner,
 6 industrial commissioner, administrator of the historical
 7 division of the department of cultural affairs, administrator
 8 of the public broadcasting division of the department of
 9 education, commandant of the veterans home, and secretary of
 10 the state fair board.

11 7. The following are salary ranges 6 through 9:

12 SALARY RANGES	<u>Minimum</u>	<u>Maximum</u>
13 a. Range 6	\$46,800	\$ 69,300
14 b. Range 7	\$64,100	\$ 78,600
15 c. Range 8	\$68,700	\$ 91,300
16 d. Range 9	\$76,700	\$108,700

17 8. The following are range 6 positions: director of the
 18 department of human rights, director of the Iowa state civil
 19 rights commission, executive director of the college student
 20 aid commission, director of the department for the blind, and
 21 executive director of the ethics and campaign disclosure
 22 board.

23 9. The following are range 7 positions: director of the
 24 department of cultural affairs, director of the department of
 25 personnel, executive director of the department of elder
 26 affairs, director of the department of general services,
 27 director of the department of commerce, director of the law
 28 enforcement academy, and director of the department of
 29 inspections and appeals.

30 10. The following are range 8 positions: the adminis-
 31 trator of the state racing and gaming commission of the
 32 department of inspections and appeals, director of public
 33 health, commissioner of public safety, commissioner of
 34 insurance, executive director of the Iowa finance authority,
 35 director of revenue and finance, director of the department of

1 natural resources, director of the department of corrections,
2 director of the department of employment services, and
3 chairperson of the utilities board. The other members of the
4 utilities board shall receive an annual salary within a range
5 of not less than ninety percent but not more than ninety-five
6 percent of the annual salary of the chairperson of the
7 utilities board.

8 11. The following are range 9 positions: director of the
9 department of education, director of human services, director
10 of the department of economic development, executive director
11 of the state board of regents, director of the state
12 department of transportation, lottery commissioner, the state
13 court administrator, and the director of the department of
14 management.

15 12. If a department of workforce development is
16 established by an Act of the Seventy-sixth General Assembly,
17 1996 Session, which operates at anytime during the fiscal year
18 beginning July 1, 1996, the director of the department shall
19 be compensated as a range 9 position.

20 Sec. 5. PUBLIC EMPLOYMENT RELATIONS BOARD.

21 1. The salary rates specified in this section are
22 effective for the fiscal year beginning July 1, 1996, with the
23 pay period beginning June 28, 1996, and for subsequent fiscal
24 years until otherwise provided by the general assembly. The
25 salaries provided for in this section shall be paid from funds
26 appropriated to the public employment relations board from the
27 salary adjustment fund, or if the appropriation is not
28 sufficient from funds appropriated to the public employment
29 relations board pursuant to any other Act of the general
30 assembly.

31 2. The following annual salary rates shall be paid to the
32 persons holding the positions indicated:

- 33 a. Chairperson of the public employment relations board:
- 34 \$ 61,100
- 35 b. Two members of the public employment relations board:

1 \$ 56,800

2 Sec. 6. COLLECTIVE BARGAINING AGREEMENTS FUNDED -- GENERAL
3 FUND. There is appropriated from the general fund of the
4 state to the salary adjustment fund for the fiscal year
5 beginning July 1, 1996, and ending June 30, 1997, for
6 distribution by the department of management to the various
7 state departments, boards, commissions, councils, and
8 agencies, including the state board of regents, the amount of
9 \$27,023,500, or so much thereof as may be necessary, to fully
10 fund the following annual pay adjustments, expense
11 reimbursements, and related benefits:

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

15 2. The collective bargaining agreement negotiated pursuant
16 to chapter 20 for employees in the public safety bargaining
17 unit.

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

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

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

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

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

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

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

1 10. The collective bargaining agreement negotiated
2 pursuant to chapter 20 for employees in the judicial branch of
3 government bargaining unit.

4 11. The collective bargaining agreement negotiated
5 pursuant to chapter 20 for employees in the patient care
6 bargaining unit.

7 12. The collective bargaining agreement negotiated
8 pursuant to chapter 20 for employees in the science bargaining
9 unit.

10 13. The annual pay adjustments, related benefits, and
11 expense reimbursements referred to in sections 8 and 9 of this
12 Act for employees not covered by a collective bargaining
13 agreement.

14 Sec. 7. SALARY ADJUSTMENT FUND -- NONREVERSION.

15 Notwithstanding section 8.33, any unencumbered and unobligated
16 moneys remaining from the moneys appropriated to the salary
17 adjustment fund pursuant to 1995 Iowa Acts, chapter 211,
18 section 7, shall not revert to the general fund of the state
19 but shall be used for the purposes specified in section 6 of
20 this Act.

21 Sec. 8. NONCONTRACT STATE EMPLOYEES -- GENERAL.

22 1. a. For the fiscal year beginning July 1, 1996, the
23 maximum salary levels of all pay plans provided for in section
24 19A.9, subsection 2, as they exist for the fiscal year ending
25 June 30, 1996, shall be increased by 2.5 percent for the pay
26 period beginning June 28, 1996.

27 b. In addition to the increases specified in this
28 subsection, for the fiscal year beginning July 1, 1996,
29 employees may receive a merit increase or the equivalent of a
30 merit increase.

31 c. On December 6, 1996, full-time employees paid at or
32 above their maximum salary range shall receive an additional
33 \$300 in compensation and part-time employees shall receive an
34 additional \$150 in compensation. The compensation shall not
35 be added to base salary. Full-time employees are employees

1 who work at least 32 hours per week.

2 2. The pay plans for state employees who are exempt from
3 chapter 19A and who are included in the department of revenue
4 and finance's centralized payroll system shall be increased in
5 the same manner as provided in subsection 1.

6 3. This section does not apply to members of the general
7 assembly, board members, commission members, salaries of
8 persons set by the general assembly pursuant to this Act, or
9 set by the governor, employees designated under section 19A.3,
10 subsection 5, and employees covered by 581 IAC 4.5(17).

11 4. The pay plans for the bargaining eligible employees of
12 the state shall be increased in the same manner as provided in
13 subsection 1. As used in this section, "bargaining eligible
14 employee" means an employee who is eligible to organize under
15 chapter 20, but has not done so.

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

18 Sec. 9. STATE EMPLOYEES -- STATE BOARD OF REGENTS. Funds
19 from the appropriation in section 6 of this Act shall be
20 allocated to the state board of regents for the purposes of
21 providing increases for state board of regents employees
22 covered by section 6 of this Act and for employees not covered
23 by a collective bargaining agreement as follows:

24 1. For regents merit system employees to fund for the
25 fiscal year beginning July 1, 1996, increases comparable to
26 those provided for similar contract-covered employees in this
27 Act.

28 2. For faculty members and professional and scientific
29 employees to fund for the fiscal year beginning July 1, 1996,
30 percentage increases comparable to those provided for
31 contract-covered employees in section 6, subsection 6, of this
32 Act.

33 Sec. 10. APPROPRIATIONS FROM ROAD FUNDS.

34 1. There is appropriated from the road use tax fund to the
35 salary adjustment fund for the fiscal year beginning July 1,

1 1996, and ending June 30, 1997, the following amount, or so
2 much thereof as may be necessary, to be used for the purpose
3 designated:

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

6 \$ 436,700

7 2. There is appropriated from the primary road fund to the
8 salary adjustment fund, for the fiscal year beginning July 1,
9 1996, and ending June 30, 1997, the following amount, or so
10 much thereof as may be necessary, to be used for the purpose
11 designated:

12 To supplement other funds appropriated by the general
13 assembly:

14 \$ 2,713,800

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

19 Sec. 11. SPECIAL FUNDS -- AUTHORIZATION. To departmental
20 revolving, trust, or special funds, except for the primary
21 road fund or the road use tax fund, for which the general
22 assembly has established an operating budget, a supplemental
23 expenditure authorization is provided, unless otherwise
24 provided, in an amount necessary to fund salary adjustments as
25 otherwise provided in this Act.

26 Sec. 12. GENERAL FUND SALARY MONEYS. Funds appropriated
27 from the general fund of the state in this Act relate only to
28 salaries supported from general fund appropriations of the
29 state except for employees of the state board of regents.

30 Sec. 13. FEDERAL FUNDS APPROPRIATED. All federal grants
31 to and the federal receipts of the agencies affected by this
32 Act which are received and may be expended for purposes of
33 this Act are appropriated for those purposes and as set forth
34 in the federal grants or receipts.

35 Sec. 14. USE OF SURPLUS INSURANCE FUNDS. Notwithstanding

1 any contrary provision of House File 2416, if enacted by the
2 Second Regular Session of the Seventy-sixth General Assembly,
3 the executive council may expend moneys from surplus funds in
4 the health insurance reserve operating or terminal liability
5 account to decrease state employee health insurance premium
6 costs for the fiscal period beginning August 1996 through
7 August 1997.

8 Sec. 15. LEGISLATIVE STUDY OF JUDICIAL SALARIES. The
9 legislative council may establish an interim study of
10 compensation of justices and judges of the judicial department
11 of this state focused on the ability to recruit and retain
12 qualified candidates in the judicial department. The
13 recommendations of the study shall be submitted to the
14 governor and general assembly in January 1997.

15 EXPLANATION

16 This bill relates to and appropriates moneys to fund salary
17 adjustments for state appointed nonelected officers, justices,
18 judges, magistrates, employees subject to collective
19 bargaining agreements, and noncontract employees.

20 For the fiscal year beginning July 1, 1996, the salary
21 rates of justices, judges, and judicial magistrates are
22 increased by approximately 4.0 percent from the last increase.
23 Senior judges receive a salary of \$5,200 under the bill.
24 Other state officers and state employees, except the officers
25 and employees of the state board of regents, will receive a
26 2.5 percent increase with the pay period beginning June 28,
27 1996. The state employees may also receive merit step
28 increases or a one-time cash bonus if not able to receive a
29 merit increase.

30 Salary ranges for appointed state officers are increased by
31 approximately 2.5 percent except salary range 6 which is
32 increased by 13.1 percent.

33 The state board of regents officers and employees not under
34 collective bargaining receive similar pay increases to the
35 regents contract employees.

1 The bill requests an interim legislative study of judicial
2 compensation to focus on the ability to recruit and retain
3 qualified candidates in the judicial department.

4 The bill also authorizes the executive council to use
5 surplus funds in the health insurance reserve or terminal
6 liability accounts to reduce health insurance premium costs
7 for the fiscal period beginning August 1996 through August
8 1997.

9 The bill funds the salary adjustments for the fiscal year
10 beginning July 1, 1996.

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HOUSE FILE 2497

AN ACT
RELATING TO THE COMPENSATION AND BENEFITS FOR PUBLIC OFFICIALS
AND EMPLOYEES AND MAKING APPROPRIATIONS.

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

Section 1. STATE COURTS -- JUSTICES, JUDGES, AND
MAGISTRATES.

1. The salary rates specified in subsection 2 are effective for the fiscal year beginning July 1, 1996, with the pay period beginning June 28, 1996, and for subsequent fiscal years until otherwise provided by the general assembly. The salaries provided for in this section shall be paid from funds appropriated to the judicial department from the salary adjustment fund or if the appropriation is not sufficient, from the funds appropriated to the judicial department pursuant to any Act of the general assembly.

2. The following annual salary rates shall be paid to the persons holding the judicial positions indicated during the pay periods beginning June 28, 1996, and for subsequent pay periods.

- a. Chief justice of the supreme court:
..... \$ 104,400
- b. Each justice of the supreme court:
..... \$ 100,600
- c. Chief judge of the court of appeals:
..... \$ 100,500
- d. Each associate judge of the court of appeals:
..... \$ 96,700
- e. Each chief judge of a judicial district:

- \$ 95,800
- f. Each district judge except the chief judge of a judicial district:
..... \$ 92,000
- g. Each district associate judge:
..... \$ 80,100
- h. Each judicial magistrate:
..... \$ 20,300
- i. Each judge who retires after July 1, 1994, and who is assigned and who is appointed a senior judge by the state supreme court:
..... \$ 5,200

Sec. 2. SALARY RATE LIMITS. Persons receiving the salary rates established under section 1 of this Act shall not receive any additional salary adjustments provided by this Act.

Sec. 3. APPOINTED STATE OFFICERS. The governor shall establish a salary for appointed nonelected persons in the executive branch of state government holding a position enumerated in section 4 of this Act within the range provided, by considering, among other items, the experience of the individual in the position, changes in the duties of the position, the incumbent's performance of assigned duties, and subordinates' salaries. However, the attorney general shall establish the salary for the consumer advocate; the chief justice of the state supreme court shall establish the salary for the state court administrator; the ethics and campaign disclosure board shall establish the salary of the executive director; and the state fair board shall establish the salary of the secretary of the state fair board; each within the salary range provided in section 4 of this Act.

The governor, in establishing salaries as provided in section 4 of this Act, shall take into consideration other employee benefits which may be provided for an individual including, but not limited to, housing.

A person whose salary is established pursuant to section 4 of this Act and who is a full-time permanent employee of the state shall not receive any other remuneration from the state or from any other source for the performance of that person's duties unless the additional remuneration is first approved by the governor or authorized by law. However, this provision does not exclude the reimbursement for necessary travel and expenses incurred in the performance of duties or fringe benefits normally provided to employees of the state.

Sec. 4. STATE OFFICERS -- SALARY RATES AND RANGES. The following annual salary ranges are effective for the positions specified in this section for the fiscal year beginning July 1, 1996, with the pay period beginning June 28, 1996, and for subsequent fiscal years until otherwise provided by the general assembly. The governor or other person designated in section 3 of this Act shall determine the salary to be paid to the person indicated at a rate within the salary ranges indicated from funds appropriated by the general assembly for that purpose.

1. The following are salary ranges 1 through 5:

SALARY RANGES	Minimum	Maximum
a. Range 1	\$ 8,500	\$25,800
b. Range 2	\$31,300	\$51,900
c. Range 3	\$42,800	\$60,600
d. Range 4	\$51,600	\$69,300
e. Range 5	\$60,600	\$78,000

2. The following are range 1 positions: There are no range 1 positions.

3. The following are range 2 positions: administrator of the arts division of the department of cultural affairs, administrators of the division of persons with disabilities, the division on the status of women, the division on the status of African-Americans, the division for deaf services, and the division of Latino affairs of the department of human rights, administrator of the division of professional

licensing and regulation of the department of commerce, and executive director of the commission of veterans affairs.

4. The following are range 3 positions: administrator of the division of emergency management of the department of public defense, administrator of criminal and juvenile justice planning of the department of human rights, administrator of the division of community action agencies of the department of human rights, and chairperson and members of the employment appeal board of the department of inspections and appeals.

5. The following are range 4 positions: superintendent of banking, superintendent of credit unions, drug abuse prevention coordinator, administrator of the alcoholic beverages division of the department of commerce, state public defender, and chairperson and members of the board of parole.

6. The following are range 5 positions: consumer advocate, job service commissioner, labor commissioner, industrial commissioner, administrator of the historical division of the department of cultural affairs, administrator of the public broadcasting division of the department of education, and commandant of the veterans home.

7. The following are salary ranges 6 through 9:

SALARY RANGES	Minimum	Maximum
a. Range 6	\$46,800	\$ 69,300
b. Range 7	\$64,100	\$ 78,600
c. Range 8	\$68,700	\$ 91,300
d. Range 9	\$76,700	\$108,700

8. The following are range 6 positions: director of the department of human rights, director of the Iowa state civil rights commission, executive director of the college student aid commission, director of the department for the blind, and executive director of the ethics and campaign disclosure board.

9. The following are range 7 positions: director of the department of cultural affairs, director of the department of personnel, executive director of the department of elder

affairs, director of the department of general services, director of the department of commerce, director of the law enforcement academy, and director of the department of inspections and appeals.

10. The following are range 8 positions: the administrator of the state racing and gaming commission of the department of inspections and appeals, director of public health, commissioner of public safety, commissioner of insurance, executive director of the Iowa finance authority, director of revenue and finance, director of the department of natural resources, director of the department of corrections, director of the department of employment services, and chairperson of the utilities board. The other members of the utilities board shall receive an annual salary within a range of not less than ninety percent but not more than ninety-five percent of the annual salary of the chairperson of the utilities board.

11. The following are range 9 positions: director of the department of education, director of human services, director of the department of economic development, executive director of the state board of regents, director of the state department of transportation, lottery commissioner, the state court administrator, secretary of the state fair board, and the director of the department of management.

12. If a department of workforce development is established by an Act of the Seventy-sixth General Assembly, 1996 Session, which operates at anytime during the fiscal year beginning July 1, 1996, the director of the department shall be compensated as a range 9 position.

Sec. 5. PUBLIC EMPLOYMENT RELATIONS BOARD.

1. The salary rates specified in this section are effective for the fiscal year beginning July 1, 1996, with the pay period beginning June 28, 1996, and for subsequent fiscal years until otherwise provided by the general assembly. The salaries provided for in this section shall be paid from funds

appropriated to the public employment relations board from the salary adjustment fund, or if the appropriation is not sufficient from funds appropriated to the public employment relations board pursuant to any other Act of the general assembly.

2. The following annual salary rates shall be paid to the persons holding the positions indicated:

- a. Chairperson of the public employment relations board: \$ 61,100
- b. Two members of the public employment relations board: \$ 56,800

Sec. 6. COLLECTIVE BARGAINING AGREEMENTS FUNDED -- GENERAL FUND. There is appropriated from the general fund of the state to the salary adjustment fund for the fiscal year beginning July 1, 1996, and ending June 30, 1997, for distribution by the department of management to the various state departments, boards, commissions, councils, and agencies, including the state board of regents, the amount of \$27,023,500, 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 public safety 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 collective bargaining agreement negotiated pursuant to chapter 20 for employees in the patient care bargaining unit.

12. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the science bargaining unit.

13. The annual pay adjustments, related benefits, and expense reimbursements referred to in sections 8 and 9 of this Act for employees not covered by a collective bargaining agreement.

Sec. 7. SALARY ADJUSTMENT FUND -- NONREVERSION. Notwithstanding section 8.33, any unencumbered and unobligated moneys remaining from the moneys appropriated to the salary adjustment fund pursuant to 1995 Iowa Acts, chapter 211, section 7, shall not revert to the general fund of the state but shall be used for the purposes specified in section 6 of this Act.

Sec. 8. NONCONTRACT STATE EMPLOYEES -- GENERAL.

1. a. For the fiscal year beginning July 1, 1996, the maximum salary levels of all pay plans provided for in section 19A.9, subsection 2, as they exist for the fiscal year ending

June 30, 1996, shall be increased by 2.5 percent for the pay period beginning June 28, 1996.

b. In addition to the increases specified in this subsection, for the fiscal year beginning July 1, 1996, employees may receive a merit increase or the equivalent of a merit increase.

c. On December 6, 1996, full-time employees paid at or above their maximum salary range shall receive an additional \$300 in compensation and part-time employees shall receive an additional \$150 in compensation. The compensation shall not be added to base salary. Full-time employees are employees who work at least 32 hours per week.

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 shall be increased in the same manner as provided in subsection 1.

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 covered by 581 IAC 4.5(17).

4. The pay plans for the bargaining eligible employees of the state shall be increased in the same manner as provided in subsection 1. 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. 9. STATE EMPLOYEES -- STATE BOARD OF REGENTS. Funds from the appropriation in section 6 of this Act shall be allocated to the state board of regents for the purposes of providing increases for state board of regents employees covered by section 6 of this Act and for employees not covered by a collective bargaining agreement as follows:

1. For regents merit system employees and merit supervisory employees to fund for the fiscal year beginning July 1, 1996, increases comparable to those provided for similar contract-covered employees in this Act.

2. For faculty members and professional and scientific employees to fund for the fiscal year beginning July 1, 1996, percentage increases comparable to those provided for contract-covered employees in section 6, subsection 6, of this Act.

Sec. 10. 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, 1996, and ending June 30, 1997, 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:
..... \$ 436,700

2. There is appropriated from the primary road fund to the salary adjustment fund, for the fiscal year beginning July 1, 1996, and ending June 30, 1997, 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:
..... \$ 2,713,800

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 this Act.

Sec. 11. 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. 12. 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 except for employees of the state board of regents. The funds appropriated from the general fund of the state for employees of the state board of regents shall exclude general university indirect costs and general university federal funds.

Sec. 13. 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. 14. USE OF SURPLUS INSURANCE FUNDS. Notwithstanding any contrary provision of House File 2416, if enacted by the Second Regular Session of the Seventy-sixth General Assembly, the executive council may expend moneys from surplus funds in the health insurance reserve operating or terminal liability account to decrease state employee health insurance premium costs for the fiscal period beginning August 1996 through August 1997.

Sec. 15. LEGISLATIVE STUDY OF JUDICIAL SALARIES. The legislative council may establish an interim study of compensation of justices and judges of the judicial department of this state focused on the ability to recruit and retain qualified candidates in the judicial department. The recommendations of the study shall be submitted to the governor and general assembly in January 1997.

Sec. 16. REPORT ON PROJECTED COSTS OF SALARY INCREASES FOR FISCAL YEARS 1998 AND 1999. The legislative fiscal bureau shall prepare a report to the chairpersons and ranking members of the committees on appropriations which projects the total costs of all salary increases including the annualization of

salaries for the fiscal years 1998 and 1999. The report shall include salary costs from all funds including the general fund of the state and the restricted funds. The report shall be submitted not later than April 1, 1997.

RON J. CORBETT
Speaker of the House

LEONARD L. BOSWELL
President of the Senate

I hereby certify that this bill originated in the House and is known as House File 2497, Seventy-sixth General Assembly.

ELIZABETH ISAACSON
Chief Clerk of the House

Approved May 30, 1996

TERRY E. BRANSTAD
Governor