

House File 781

Bill Text

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1 1 HOUSE FILE 781
1 2
1 3 AN ACT
1 4 RELATING TO THE COMPENSATION AND BENEFITS FOR PUBLIC
1 5 OFFICIALS AND EMPLOYEES, PROVIDING FOR RELATED MATTERS,
1 6 MAKING APPROPRIATIONS, AND INCLUDING EFFECTIVE AND
1 7 RETROACTIVE APPLICABILITY PROVISIONS.
1 8
1 9 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:
1 10
1 11 Section 1. STATE COURTS JUSTICES, JUDGES, AND
1 12 MAGISTRATES.
1 13 1. The salary rates specified in subsection 2 are for the
1 14 fiscal year beginning July 1, 1999, effective for the pay
1 15 period beginning June 25, 1999, and for subsequent fiscal
1 16 years until otherwise provided by the general assembly. The
1 17 salaries provided for in this section shall be paid from funds
1 18 appropriated to the judicial branch from the salary adjustment
1 19 fund or if the appropriation is not sufficient, from the funds
1 20 appropriated to the judicial branch pursuant to any Act of the
1 21 general assembly.
1 22 2. The following annual salary rates shall be paid to the
1 23 persons holding the judicial positions indicated during the
1 24 fiscal year beginning July 1, 1999, effective with the pay
1 25 period beginning June 25, 1999, and for subsequent pay
1 26 periods.
1 27 a. Chief justice of the supreme court:
1 28 \$ 114,000
1 29 b. Each justice of the supreme court:
1 30 \$ 109,900
1 31 c. Chief judge of the court of appeals:
1 32 \$ 109,800
1 33 d. Each associate judge of the court of appeals:
1 34 \$ 105,700
1 35 e. Each chief judge of a judicial district:
2 1 \$ 104,800
2 2 f. Each district judge except the chief judge of a
2 3 judicial district:
2 4 \$ 100,500
2 5 g. Each district associate judge:
2 6 \$ 87,600
2 7 h. Each associate juvenile judge:
2 8 \$ 87,600
2 9 i. Each associate probate judge:
2 10 \$ 87,600
2 11 j. Each judicial magistrate:
2 12 \$ 25,400
2 13 k. Each senior judge:
2 14 \$ 5,800
2 15 Sec. 2. SALARY RATE LIMITS. Persons receiving the salary
2 16 rates established under section 1 of this Act shall not
2 17 receive any additional salary adjustments provided by this
2 18 Act.
2 19 Sec. 3. APPOINTED STATE OFFICERS. The governor shall
2 20 establish a salary for appointed nonelected persons in the
2 21 executive branch of state government holding a position

2 22 enumerated in section 4 of this Act within the range provided,
2 23 by considering, among other items, the experience of the
2 24 individual in the position, changes in the duties of the
2 25 position, the incumbent's performance of assigned duties, and
2 26 subordinates' salaries. However, the attorney general shall
2 27 establish the salary for the consumer advocate, the chief
2 28 justice of the supreme court shall establish the salary for
2 29 the state court administrator, the ethics and campaign
2 30 disclosure board shall establish the salary of the executive
2 31 director, and the state fair board shall establish the salary
2 32 of the secretary of the state fair board, each within the
2 33 salary range provided in section 4 of this Act.

2 34 The governor, in establishing salaries as provided in
2 35 section 4 of this Act, shall take into consideration other
3 1 employee benefits which may be provided for an individual
3 2 including, but not limited to, housing.

3 3 A person whose salary is established pursuant to section 4
3 4 of this Act and who is a full-time permanent employee of the
3 5 state shall not receive any other remuneration from the state
3 6 or from any other source for the performance of that person's
3 7 duties unless the additional remuneration is first approved by
3 8 the governor or authorized by law. However, this provision
3 9 does not exclude the reimbursement for necessary travel and
3 10 expenses incurred in the performance of duties or fringe
3 11 benefits normally provided to employees of the state.

3 12 Sec. 4. STATE OFFICERS SALARY RATES AND RANGES. The
3 13 following annual salary ranges are effective for the positions
3 14 specified in this section for the fiscal year beginning July
3 15 1, 1999, and for subsequent fiscal years until otherwise
3 16 provided by the general assembly. The governor or other
3 17 person designated in section 3 of this Act shall determine the
3 18 salary to be paid to the person indicated at a rate within the
3 19 salary ranges indicated from funds appropriated by the general
3 20 assembly for that purpose.

3 21 1. The following are salary ranges 1 through 5 for the
3 22 fiscal year beginning July 1, 1999, effective with the pay
3 23 period beginning June 25, 1999:

3 24 SALARY RANGES		<u>Minimum</u>	<u>Maximum</u>
3 25 (1)	Range 1	\$ 8,800	\$28,200
3 26 (2)	Range 2	\$32,200	\$56,800
3 27 (3)	Range 3	\$44,100	\$66,200
3 28 (4)	Range 4	\$53,100	\$75,700
3 29 (5)	Range 5	\$62,400	\$85,200

3 30 2. The following are range 1 positions: There are no
3 31 range 1 positions for the fiscal year beginning July 1, 1999.

3 32 3. The following are range 2 positions: administrator of
3 33 the arts division of the department of cultural affairs,
3 34 administrators of the division of persons with disabilities,
3 35 the division on the status of women, the division on the
4 1 status of African-Americans, the division of deaf services,
4 2 and the division of Latino affairs of the department of human
4 3 rights, and administrator of the division of professional
4 4 licensing and regulation of the department of commerce.

4 5 4. The following are range 3 positions: administrator of
4 6 the division of emergency management of the department of
4 7 public defense, administrator of the division of criminal and
4 8 juvenile justice planning of the department of human rights,
4 9 administrator of the division of community action agencies of
4 10 the department of human rights, executive director of the
4 11 commission of veterans affairs, and chairperson and members of
4 12 the employment appeal board of the department of inspections
4 13 and appeals.

4 14 5. The following are range 4 positions: superintendent of
4 15 banking, superintendent of credit unions, drug abuse
4 16 prevention coordinator, administrator of the alcoholic
4 17 beverages division of the department of commerce, state public
4 18 defender, and chairperson, vice chairperson, and members of

4 19 the board of parole.

4 20 6. The following are range 5 positions: consumer
4 21 advocate, labor commissioner, workers' compensation
4 22 commissioner, administrator of the historical division of the
4 23 department of cultural affairs, administrator of the public
4 24 broadcasting division of the department of education, and
4 25 commandant of the veterans home.

4 26 7. The following are salary ranges 6 through 9 for the
4 27 fiscal year beginning July 1, 1999, effective with the pay
4 28 period beginning June 25, 1999:

4 29 SALARY RANGES		<u>Minimum</u>	<u>Maximum</u>
4 30	(1) Range 6	\$48,200	\$ 75,700
4 31	(2) Range 7	\$66,000	\$ 85,900
4 32	(3) Range 8	\$70,800	\$ 99,700
4 33	(4) Range 9	\$79,000	\$118,900

4 34 8. The following are range 6 positions: director of the
4 35 department of human rights, director of the Iowa state civil
5 1 rights commission, executive director of the college student
5 2 aid commission, director of the department for the blind, and
5 3 executive director of the ethics and campaign disclosure
5 4 board.

5 5 9. The following are range 7 positions: director of the
5 6 department of cultural affairs, director of the department of
5 7 elder affairs, director of the department of commerce,
5 8 director of the law enforcement academy, and director of the
5 9 department of inspections and appeals.

5 10 10. The following are range 8 positions: the admin-
5 11 istrator of the state racing and gaming commission of the
5 12 department of inspections and appeals, director of the
5 13 department of general services, director of the department of
5 14 personnel, commissioner of public safety, commissioner of
5 15 insurance, executive director of the Iowa finance authority,
5 16 director of revenue and finance, director of the department of
5 17 natural resources, director of the department of corrections,
5 18 and chairperson of the utilities board. The other members of
5 19 the utilities board shall receive an annual salary within a
5 20 range of not less than ninety percent but not more than
5 21 ninety-five percent of the annual salary of the chairperson of
5 22 the utilities board.

5 23 11. The following are range 9 positions: director of the
5 24 department of education, director of human services, director
5 25 of the department of economic development, executive director
5 26 of the state board of regents, director of the state
5 27 department of transportation, director of the department of
5 28 workforce development, lottery commissioner, director of
5 29 public health, the state court administrator, secretary of the
5 30 state fair board, and the director of the department of
5 31 management.

5 32 Sec. 5. PUBLIC EMPLOYMENT RELATIONS BOARD.

5 33 1. The salary rates specified in this section are
5 34 effective for the fiscal year beginning July 1, 1999, with the
5 35 pay period beginning June 25, 1999, and for subsequent fiscal
6 1 years until otherwise provided by the general assembly. The
6 2 salaries provided for in this section shall be paid from funds
6 3 appropriated to the public employment relations board from the
6 4 salary adjustment fund, or if the appropriation is not
6 5 sufficient from funds appropriated to the public employment
6 6 relations board pursuant to any other Act of the general
6 7 assembly.

6 8 2. The following annual salary rates shall be paid to the
6 9 persons holding the positions indicated:

6 10	a. Chairperson of the public employment relations board:	
6 11	\$ 66,700
6 12	b. Two members of the public employment relations board:	
6 13	\$ 62,100

6 14 Sec. 6. COLLECTIVE BARGAINING AGREEMENTS FUNDED GENERAL
6 15 FUND. There is appropriated from the general fund of the

6 16 state to the salary adjustment fund for distribution by the
6 17 department of management to the various state departments,
6 18 boards, commissions, councils, and agencies, including the
6 19 state board of regents, for the fiscal year beginning July 1,
6 20 1999, and ending June 30, 2000, the amount of \$52,800,000, or
6 21 so much thereof as may be necessary, to fully fund the
6 22 following annual pay adjustments, expense reimbursements, and
6 23 related benefits:

6 24 1. The collective bargaining agreement negotiated pursuant
6 25 to chapter 20 for employees in the blue collar bargaining
6 26 unit.

6 27 2. The collective bargaining agreement negotiated pursuant
6 28 to chapter 20 for employees in the public safety bargaining
6 29 unit.

6 30 3. The collective bargaining agreement negotiated pursuant
6 31 to chapter 20 for employees in the security bargaining unit.

6 32 4. The collective bargaining agreement negotiated pursuant
6 33 to chapter 20 for employees in the technical bargaining unit.

6 34 5. The collective bargaining agreement negotiated pursuant
6 35 to chapter 20 for employees in the professional fiscal and
7 1 staff bargaining unit.

7 2 6. The collective bargaining agreement negotiated pursuant
7 3 to chapter 20 for employees in the university of northern Iowa
7 4 faculty bargaining unit.

7 5 7. The collective bargaining agreement negotiated pursuant
7 6 to chapter 20 for employees in the clerical bargaining unit.

7 7 8. The collective bargaining agreement negotiated pursuant
7 8 to chapter 20 for employees in the professional social
7 9 services bargaining unit.

7 10 9. The collective bargaining agreement negotiated pursuant
7 11 to chapter 20 for employees in the community-based corrections
7 12 bargaining unit.

7 13 10. The collective bargaining agreement negotiated
7 14 pursuant to chapter 20 for employees in the judicial branch of
7 15 government bargaining unit.

7 16 11. The collective bargaining agreement negotiated
7 17 pursuant to chapter 20 for employees in the patient care
7 18 bargaining unit.

7 19 12. The collective bargaining agreement negotiated
7 20 pursuant to chapter 20 for employees in the science bargaining
7 21 unit.

7 22 13. The collective bargaining agreement negotiated
7 23 pursuant to chapter 20 for employees in the state university
7 24 of Iowa graduate student bargaining unit.

7 25 14. The collective bargaining agreement negotiated
7 26 pursuant to chapter 20 for employees in the state university
7 27 of Iowa hospital and clinics tertiary health care bargaining
7 28 unit.

7 29 15. The annual pay adjustments, related benefits, and
7 30 expense reimbursements referred to in sections 7 and 8 of this
7 31 Act for employees not covered by a collective bargaining
7 32 agreement.

7 33 Sec. 7. NONCONTRACT STATE EMPLOYEES GENERAL.

7 34 1. a. For the fiscal year beginning July 1, 1999, the
7 35 maximum salary levels of all pay plans provided for in section
8 1 19A.9, subsection 2, as they exist for the fiscal year ending
8 2 June 30, 1999, shall be increased by 3 percent for the pay
8 3 period beginning June 25, 1999.

8 4 b. In addition to the increases specified in this
8 5 subsection, for the fiscal year beginning July 1, 1999,
8 6 employees may receive a step increase or the equivalent of a
8 7 step increase.

8 8 2. The pay plans for state employees who are exempt from
8 9 chapter 19A and who are included in the department of revenue
8 10 and finance's centralized payroll system shall be increased in
8 11 the same manner as provided in subsection 1.

8 12 3. This section does not apply to members of the general

8 13 assembly, board members, commission members, salaries of
8 14 persons set by the general assembly pursuant to this Act, or
8 15 set by the governor, employees designated under section 19A.3,
8 16 subsection 5, and employees covered by 581 IAC 4.6(3).

8 17 4. The pay plans for the bargaining eligible employees of
8 18 the state shall be increased in the same manner as provided in
8 19 subsection 1. As used in this section, "bargaining eligible
8 20 employee" means an employee who is eligible to organize under
8 21 chapter 20, but has not done so.

8 22 5. The policies for implementation of this section shall
8 23 be approved by the governor.

8 24 Sec. 8. STATE EMPLOYEES STATE BOARD OF REGENTS. Funds
8 25 from the appropriation in section 6 of this Act shall be
8 26 allocated to the state board of regents for the purposes of
8 27 providing increases for state board of regents employees
8 28 covered by section 6 of this Act and for employees not covered
8 29 by a collective bargaining agreement as follows:

8 30 1. For regents merit system employees and merit
8 31 supervisory employees to fund for the fiscal year, increases
8 32 comparable to those provided for similar contract-covered
8 33 employees in this Act.

8 34 2. For faculty members and professional and scientific
8 35 employees to fund for the fiscal year, percentage increases
9 1 comparable to those provided for contract-covered employees in
9 2 section 6, subsection 6, of this Act.

9 3 Sec. 9. APPROPRIATIONS FROM ROAD FUNDS.

9 4 1. There is appropriated from the road use tax fund to the
9 5 salary adjustment fund for the fiscal year beginning July 1,
9 6 1999, and ending June 30, 2000, the following amount, or so
9 7 much thereof as may be necessary, to be used for the purpose
9 8 designated:

9 9 To supplement other funds appropriated by the general
9 10 assembly:
9 11 \$ 987,954

9 12 2. There is appropriated from the primary road fund to the
9 13 salary adjustment fund, for the fiscal year beginning July 1,
9 14 1999, and ending June 30, 2000, the following amount, or so
9 15 much thereof as may be necessary, to be used for the purpose
9 16 designated:

9 17 To supplement other funds appropriated by the general
9 18 assembly:
9 19 \$ 5,632,153

9 20 3. Except as otherwise provided in this Act, the amounts
9 21 appropriated in subsections 1 and 2 shall be used to fund the
9 22 annual pay adjustments, expense reimbursements, and related
9 23 benefits for public employees as provided in this Act.

9 24 Sec. 10. SPECIAL FUNDS AUTHORIZATION. To departmental
9 25 revolving, trust, or special funds, except for the primary
9 26 road fund or the road use tax fund, for which the general
9 27 assembly has established an operating budget, a supplemental
9 28 expenditure authorization is provided, unless otherwise
9 29 provided, in an amount necessary to fund salary adjustments as
9 30 otherwise provided in this Act.

9 31 Sec. 11. GENERAL FUND SALARY MONEYS. Funds appropriated
9 32 from the general fund of the state in this Act relate only to
9 33 salaries supported from general fund appropriations of the
9 34 state except for employees of the state board of regents. The
9 35 funds appropriated from the general fund of the state for
10 1 employees of the state board of regents shall exclude general
10 2 university indirect costs and general university federal
10 3 funds.

10 4 Sec. 12. FEDERAL FUNDS APPROPRIATED. All federal grants
10 5 to and the federal receipts of the agencies affected by this
10 6 Act which are received and may be expended for purposes of
10 7 this Act are appropriated for those purposes and as set forth
10 8 in the federal grants or receipts.

10 9 Sec. 13. USE OF SURPLUS HEALTH INSURANCE FUNDS. The

10 10 executive council shall transfer an amount, as determined by
10 11 the department of management, from the health insurance
10 12 surplus account to the health insurance premium operating
10 13 account for the fiscal year beginning July 1, 1999, to reduce
10 14 insurance premiums. Any amount remaining in the health
10 15 insurance premium operating account at the end of the fiscal
10 16 year beginning July 1, 1999, shall be transferred to the
10 17 health insurance surplus account.

10 18 Sec. 14. STATE TROOPER MEAL ALLOWANCE. The sworn peace
10 19 officers in the department of public safety who are not
10 20 covered by a collective bargaining agreement negotiated
10 21 pursuant to chapter 20, shall receive the same per diem meal
10 22 allowance as the sworn peace officers in the department of
10 23 public safety who are covered by a collective bargaining
10 24 agreement negotiated pursuant to chapter 20.

10 25 Sec. 15. SALARY MODEL ADMINISTRATOR/COORDINATOR. Of the
10 26 funds appropriated by section 6 of this Act, \$133,800 for the
10 27 fiscal year beginning July 1, 1999, is allocated to the
10 28 department of management for salary and support of the salary
10 29 model administrator/coordinator who shall work in conjunction
10 30 with the legislative fiscal bureau to maintain the state's
10 31 salary model used for analyzing, comparing, and projecting
10 32 state employee salary and benefit information, including
10 33 information relating to employees of the state board of
10 34 regents. The information shall be used in collective
10 35 bargaining processes under chapter 20 and in calculating the
11 1 funding needs contained within the annual salary adjustment
11 2 legislation. A state employee organization as defined in
11 3 section 20.3, subsection 4, may request information produced
11 4 by the model, but the information provided shall not contain
11 5 information attributable to individual employees.

11 6 Sec. 16. Section [7H.1](#), Code 1999, is amended by adding the
11 7 following new unnumbered paragraph:

11 8 NEW UNNUMBERED PARAGRAPH. For the fiscal year beginning
11 9 July 1, 1999, commencing with the first pay period which ends
11 10 during the new fiscal year in July, the annual salaries of the
11 11 attorney general, auditor of state, secretary of agriculture,
11 12 and treasurer of state shall be increased by three percent
11 13 over their annual salaries existing for the preceding fiscal
11 14 year. The annual salaries determined for the elected state
11 15 officials as provided in this paragraph for the fiscal year
11 16 beginning July 1, 1999, shall remain in effect for subsequent
11 17 fiscal years until otherwise provided by the general assembly.

11 18 Sec. 17. Section [19A.8](#), Code 1999, is amended by adding
11 19 the following new unnumbered paragraph:

11 20 NEW UNNUMBERED PARAGRAPH. The director shall render
11 21 monthly a statement to each state department or agency for a
11 22 pro rata share of the cost of administration of the state
11 23 employee flexible spending accounts. The expense shall be
11 24 paid by the state department or agency in the same manner as
11 25 other expenses of that state department or agency are paid and
11 26 all moneys received for administration costs shall be
11 27 deposited in the appropriate fund.

11 28 Sec. 18. NEW SECTION. 19A.35 STATE EMPLOYEE HEALTH
11 29 FLEXIBLE SPENDING ACCOUNT TRUST FUND.

11 30 1. The director shall establish for state employees a
11 31 health flexible spending account plan which offers multiple
11 32 benefits to state employees. The state's health flexible
11 33 spending account plan shall be established to meet the
11 34 conditions of section 125 of the Internal Revenue Code of
11 35 1986.

12 1 2. There is created in the state treasury a special trust
12 2 fund known as the Iowa state employee health flexible spending
12 3 account trust fund. The trust fund consists of all moneys
12 4 appropriated to the fund and any other assets directed to be
12 5 held in trust for the exclusive benefit of participants in the
12 6 state's health flexible spending account plan.

12 7 Notwithstanding section 12C.7, interest and earnings from
12 8 moneys in the trust fund shall be credited to the trust fund
12 9 and shall be used exclusively for the benefit of plan
12 10 participants.

12 11 3. The director shall serve as trustee of the trust fund
12 12 and has the authority to direct expenditures as deemed
12 13 appropriate to the exclusive benefit of the plan participants.

12 14 Sec. 19. Section [432.13](#), Code 1999, is amended by adding
12 15 the following new unnumbered paragraph:

12 16 NEW UNNUMBERED PARAGRAPH. Premiums received for benefits
12 17 acquired by the department of personnel on behalf of state
12 18 employees pursuant to section 19A.1, subsection 2, are exempt
12 19 from premium tax.

12 20 Sec. 20. Section [509A.1](#), Code 1999, is amended to read as
12 21 follows:

12 22 509A.1 AUTHORITY OF GOVERNING BODY.

12 23 The governing body of the state, school district, or any
12 24 institution supported in whole or in part by public funds may
12 25 establish plans for and procure group insurance,

~~or~~

~~health or~~

12 26 medical service, or health flexible spending accounts as
12 27 described in section 125 of the Internal Revenue Code of 1986
12 28 for the employees of the state, school district, or tax-
12 29 supported institution.

12 30 Sec. 21. Section [509A.13A](#), subsection 1, paragraph b,
12 31 subparagraph (3), Code 1999, is amended to read as follows:

12 32 (3) The eligible retired state employee has received
12 33 retirement benefits under the retirement system established in
12 34 chapter 602, article 9

~~, based upon either of the following:~~

~~12 35~~

~~(a) Meeting the requirements for receiving an annuity~~

~~13 1~~

~~which equals fifty percent of the basic annual salary which~~

~~13 2~~

~~the judge was receiving at the time that the judge became~~

~~13 3~~

~~separated from service, if the judge did not participate in~~

~~13 4~~

~~the senior judge program.~~

~~13 5~~

~~(b) Meeting the requirements for receiving an annuity~~

~~13 6~~

~~which equals or exceeds fifty percent of the basic annual~~

~~13 7~~

~~salary which the judge was receiving at the time that the~~

~~13 8~~

~~judge separated from service prior to serving as a senior~~

13 9

~~judge.~~

13 10 Sec. 22. Section [602.9204](#), subsection 1, Code 1999, is
13 11 amended to read as follows:

13 12 1. A judge who retires on or after July 1, 1994, and who
13 13 is appointed a senior judge under section 602.9203 shall be
13 14 paid a salary as determined by the general assembly. A senior
13 15 judge or retired senior judge shall be paid an annuity under
13 16 the judicial retirement system in the manner provided in
13 17 section 602.9109, but computed under this section in lieu of
13 18 section 602.9107, as follows: The annuity paid to a senior
13 19 judge or retired senior judge shall be an amount equal to
13 20 three percent of the basic senior judge salary, multiplied by
13 21 the judge's years of service prior to retirement as a judge of
13 22 one or more of the courts included under this article, for
13 23 which contributions were made to the system, except the
13 24 annuity of the senior judge or retired senior judge shall not
13 25 exceed fifty percent of the basic senior judge salary used in
13 26 calculating the annuity. However, following the twelve-month
13 27 period during which the senior judge or retired senior judge
13 28 attains seventy-eight years of age, the annuity paid to the
13 29 person shall be an amount equal to three percent of the basic
13 30 senior judge salary cap, multiplied by the judge's years of
13 31 service prior to retirement as a judge of one or more of the
13 32 courts included under this article, for which contributions
13 33 were made to the system, except that the annuity shall not
13 34 exceed fifty percent of the basic senior judge salary cap. A
13 35 senior judge or retired senior judge shall not receive
14 1 benefits calculated using a basic senior judge salary
14 2 established after the twelve-month period in which the senior
14 3 judge or retired senior judge attains seventy-eight years of
14 4 age.

~~In addition, if a senior judge is under sixty five years~~

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~~of age at the time the judge becomes a senior judge, the state~~

14 6

~~shall pay the state's share of the senior judge's medical~~

14 7

~~insurance premium until the judge attains age sixty five.~~

~~The~~

14 8 state shall provide, regardless of age, to an active senior
14 9 judge or a senior judge with six years of service as a senior
14 10 judge and to the judge's spouse, and pay for medical insurance
14 11 until the judge attains the age of seventy-eight years.

14 12 Sec. 23. EFFECTIVE DATE. Section 19 of this Act, being
14 13 deemed of immediate importance, takes effect upon enactment
14 14 and applies retroactively to January 1, 1999.

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BRENT SIEGRIST
Speaker of the House

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MARY E. KRAMER
President of the Senate

I hereby certify that this bill originated in the House and
is known as House File 781, Seventy-eighth General Assembly.

ELIZABETH ISAACSON
Chief Clerk of the House

Approved _____, 1999

THOMAS J. VILSACK
Governor