

House File 312 - Introduced

HOUSE FILE 312

BY WATTS

A BILL FOR

1 An Act relating to public employees, by requiring a survey and
2 report on state employee salaries and benefits and relating
3 to the arbitration of public employee collective bargaining
4 agreements.

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

1 Section 1. Section 8.6, Code 2011, is amended by adding the
2 following new subsection:

3 NEW SUBSECTION. 5. *Report on employee salaries and*
4 *benefits.* To prepare a report containing a comprehensive
5 survey of employee salaries and benefits by position, to
6 include within this report a survey of salaries and benefits
7 for comparable positions within the private sector, and to make
8 the report available to the general assembly and the governor
9 prior to the convening of each session of the general assembly
10 in which a budget may be passed or prior to negotiation or
11 renegotiation of a public employee collective bargaining
12 agreement pursuant to chapter 20. The report shall be based
13 upon regional information from each of the state's workforce
14 development service delivery areas designated by the state
15 workforce development board as required in section 84B.2, so
16 that it may be considered in relevant arbitration.

17 Sec. 2. Section 20.22, subsection 7, Code 2011, is amended
18 by adding the following new paragraph:

19 NEW PARAGRAPH. *0c.* Comparison of wages, hours, benefits,
20 and conditions of employment of the involved public employees
21 with those of other private sector employees doing comparable
22 work, giving consideration to factors peculiar to the area
23 and the classifications involved. The arbitrator shall, in
24 this comparison, consider the report on employee salaries and
25 benefits developed by the department of management, as required
26 in section 8.6, subsection 5.

27 EXPLANATION

28 This bill requires that the department of management provide
29 the general assembly with a report that includes a survey of
30 state employee wages and benefits by position, along with
31 a survey of the wages and benefits of comparable positions
32 within the private sector. The bill further requires that
33 the department provide this report to the general assembly
34 and the governor prior to the convening of each legislative
35 session in which a budget may be passed or prior to negotiation

1 or renegotiation of a public employee collective bargaining
2 agreement. The report and survey must be based upon the
3 state's workforce development service delivery areas.

4 The bill also requires that an arbitrator of public employee
5 collective bargaining agreements consider the comparison of
6 public and private sector wages and benefits peculiar to the
7 area. The bill also requires an arbitrator to consider the
8 report on employee salaries and benefits within that context.