

House Study Bill 247 - Introduced

SENATE/HOUSE FILE _____
BY (PROPOSED GOVERNOR'S BUDGET
BILL)

A BILL FOR

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

1 Section 1. APPOINTED STATE OFFICERS.

2 1. The governor shall establish a salary for appointed
3 nonelected persons in the executive branch of state government
4 holding a position enumerated in the section of this Act that
5 addresses the salary ranges of state officers within the range
6 provided, by considering, among other items, the experience
7 of the individual in the position, changes in the duties of
8 the position, the incumbent's performance of assigned duties,
9 and subordinates' salaries. However, the attorney general
10 shall establish the salary for the consumer advocate, the
11 supreme court shall establish the salary for the state court
12 administrator, the ethics and campaign disclosure board shall
13 establish the salary of the executive director, and the Iowa
14 public broadcasting board shall establish the salary of the
15 administrator of the public broadcasting division of the
16 department of education, each within the salary range provided
17 in the section of this Act that addresses the salary ranges of
18 state officers.

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

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

32 Sec. 2. STATE OFFICERS — SALARY RANGE. The following
33 annual salary ranges are effective for the positions specified
34 in this section for the fiscal years beginning July 1, 2011,
35 and July 1, 2012, and for subsequent fiscal years until

1 otherwise provided by the general assembly. The governor or
 2 other person designated in the section of this Act relating to
 3 appointed state officers shall determine the salary to be paid
 4 to the person indicated at a rate within this salary range from
 5 funds appropriated by the general assembly for that purpose.

6 1. The following are salary ranges for appointed state
 7 officers for the fiscal year beginning July 1, 2011, effective
 8 with the pay period beginning June 24, 2011, and for the fiscal
 9 year beginning July 1, 2012, effective with the pay period
 10 beginning June 22, 2012:

11 SALARY RANGE	<u>Minimum</u>	<u>Maximum</u>
12 a. Range 3.....	\$ 55,380	\$ 84,750
13 b. Range 4.....	\$ 63,690	\$ 97,460
14 c. Range 5.....	\$ 73,250	\$112,070
15 d. Range 6.....	\$ 84,240	\$128,890
16 e. Range 7.....	\$100,840	\$154,300

17 2. The following are range 3 positions: executive director
 18 of the department of veterans affairs, and chairperson and
 19 members of the employment appeal board of the department of
 20 inspections and appeals.

21 3. The following are range 4 positions: director of the
 22 department of human rights, director of the Iowa state civil
 23 rights commission, executive director of the college student
 24 aid commission, director of the department for the blind,
 25 executive director of the ethics and campaign disclosure board,
 26 chairperson and members of the public employment relations
 27 board, and chairperson, vice chairperson, and members of the
 28 board of parole.

29 4. The following are range 5 positions: administrator of
 30 the division of homeland security and emergency management of
 31 the department of public defense, state public defender, drug
 32 policy coordinator, labor commissioner, workers' compensation
 33 commissioner, director of the department of cultural affairs,
 34 director of the department on aging, and director of the law
 35 enforcement academy.

1 5. The following are range 6 positions: superintendent of
2 banking, superintendent of credit unions, administrator of the
3 alcoholic beverages division of the department of commerce,
4 director of the department of inspections and appeals,
5 commandant of the Iowa veterans home, commissioner of public
6 safety, commissioner of insurance, executive director of the
7 Iowa finance authority, director of the department of natural
8 resources, consumer advocate, and chairperson of the utilities
9 board. The other members of the utilities board shall receive
10 an annual salary within a range of not less than 90 percent
11 but not more than 95 percent of the annual salary of the
12 chairperson of the utilities board.

13 6. The following are range 7 positions: administrator
14 of the public broadcasting division of the department
15 of education, director of the department of corrections,
16 director of the department of education, director of human
17 services, executive director of the Iowa telecommunications
18 and technology commission, executive director of the state
19 board of regents, director of transportation, director of the
20 department of workforce development, director of revenue,
21 director of public health, state court administrator, director
22 of the department of management, director of the department of
23 administrative services, chief information officer, and state
24 debt coordinator.

25 Sec. 3. COLLECTIVE BARGAINING AGREEMENTS FUNDED. The
26 various state departments, boards, commissions, councils, and
27 agencies, including the state board of regents, for the fiscal
28 years beginning July 1, 2011, and July 1, 2012, shall provide
29 from available sources pay adjustments, expense reimbursements,
30 and related benefits to fully fund the following:

31 1. The collective bargaining agreement negotiated pursuant
32 to chapter 20 for employees in the blue collar bargaining unit.

33 2. The collective bargaining agreement negotiated pursuant
34 to chapter 20 for employees in the public safety bargaining
35 unit.

- 1 3. The collective bargaining agreement negotiated pursuant
2 to chapter 20 for employees in the security bargaining unit.
- 3 4. The collective bargaining agreement negotiated pursuant
4 to chapter 20 for employees in the technical bargaining unit.
- 5 5. The collective bargaining agreement negotiated pursuant
6 to chapter 20 for employees in the professional fiscal and
7 staff bargaining unit.
- 8 6. The collective bargaining agreement negotiated pursuant
9 to chapter 20 for employees in the clerical bargaining unit.
- 10 7. The collective bargaining agreement negotiated pursuant
11 to chapter 20 for employees in the professional social services
12 bargaining unit.
- 13 8. The collective bargaining agreement negotiated pursuant
14 to chapter 20 for employees in the community-based corrections
15 bargaining unit.
- 16 9. The collective bargaining agreements negotiated
17 pursuant to chapter 20 for employees in the judicial branch of
18 government bargaining units.
- 19 10. The collective bargaining agreement negotiated pursuant
20 to chapter 20 for employees in the patient care bargaining
21 unit.
- 22 11. The collective bargaining agreement negotiated pursuant
23 to chapter 20 for employees in the science bargaining unit.
- 24 12. The collective bargaining agreement negotiated pursuant
25 to chapter 20 for employees in the university of northern Iowa
26 faculty bargaining unit.
- 27 13. The collective bargaining agreement negotiated pursuant
28 to chapter 20 for employees in the state university of Iowa
29 graduate student bargaining unit.
- 30 14. The collective bargaining agreement negotiated pursuant
31 to chapter 20 for employees in the state university of Iowa
32 hospital and clinics tertiary health care bargaining unit.
- 33 15. The annual pay adjustments, related benefits, and
34 expense reimbursements referred to in the sections of this
35 Act addressing noncontract state and state board of regents

1 employees who are not covered by a collective bargaining
2 agreement.

3 Sec. 4. NONCONTRACT STATE EMPLOYEES — GENERAL.

4 1. a. For the fiscal year beginning July 1, 2011, and
5 ending June 30, 2012, the maximum and minimum salary levels of
6 all pay plans provided for in section 8A.413, subsection 3, as
7 they exist for the fiscal year ending June 30, 2011, shall be
8 increased by 2 percent for the pay period beginning June 24,
9 2011. The maximum and minimum salary levels of all pay plans
10 provided for in section 8A.413, subsection 3, as they exist on
11 December 22, 2011, shall be increased by 1 percent for the pay
12 period beginning December 23, 2011, and any additional changes
13 in the pay plans shall be approved by the governor.

14 b. For the fiscal year beginning July 1, 2012, and ending
15 June 30, 2013, the maximum and minimum salary levels of all
16 pay plans provided for in section 8A.413, subsection 3, as
17 they exist for the fiscal year ending June 30, 2012, shall be
18 increased by 2 percent for the pay period beginning June 22,
19 2012. The maximum and minimum salary levels of all pay plans
20 provided for in section 8A.413, subsection 3, as they exist on
21 December 20, 2012, shall be increased by 1 percent for the pay
22 period beginning December 21, 2012, and any additional changes
23 in the pay plans shall be approved by the governor.

24 2. For the fiscal years beginning July 1, 2011, and
25 July 1, 2012, employees may receive a step increase or the
26 equivalent of a step increase. This subsection does not apply
27 to employees described in subsection 3.

28 3. Notwithstanding the increase in subsection 1, for the
29 fiscal year beginning July 1, 2011, salary levels in the pay
30 plan for noncontract judicial branch employees, as they exist
31 for the fiscal year ending June 30, 2011, shall be increased
32 by 2 percent for the pay period beginning June 24, 2011.

33 Notwithstanding the increase in subsection 1, for the fiscal
34 year beginning July 1, 2012, salary levels in the pay plan
35 for noncontract judicial branch employees, as they exist for

1 the fiscal year ending June 30, 2012, shall be increased by 2
2 percent for the pay period beginning June 22, 2012.

3 4. The pay plans for state employees who are exempt
4 from chapter 8A, subchapter IV, and who are included in the
5 department of administrative service's centralized payroll
6 system shall be increased in the same manner as provided in
7 subsection 1, and any additional changes in any executive
8 branch pay plan shall be approved by the governor.

9 5. This section does not apply to members of the general
10 assembly, board members, commission members, persons whose
11 salaries are set by the general assembly pursuant to this Act
12 or are set by the governor, or other persons designated in
13 the section of this Act addressing appointed state officers,
14 employees designated under section 8A.412, subsection 5, and
15 employees covered by 11 IAC 53.6(3).

16 6. The pay plans for the bargaining eligible employees of
17 the state shall be increased in the same manner as provided
18 in subsection 1, and any additional changes in such executive
19 branch pay plans shall be approved by the governor. As used in
20 this section, "bargaining eligible employee" means an employee
21 who is eligible to organize under chapter 20, but has not done
22 so.

23 7. The policies for implementation of this section shall be
24 approved by the governor.

25 Sec. 5. STATE EMPLOYEES — STATE BOARD OF REGENTS. For the
26 fiscal years beginning July 1, 2011, and July 1, 2012, funds
27 shall be provided from available sources of the state board of
28 regents for funding of collective bargaining agreements for
29 state board of regents employees covered by such agreements and
30 for the following state board of regents employees not covered
31 by a collective bargaining agreement:

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

1 2. For faculty members and professional and scientific
2 employees to fund for the fiscal year percentage increases
3 comparable to those provided for contract-covered employees in
4 the university of northern Iowa faculty bargaining unit.

5 Sec. 6. BONUS PAY. For the fiscal years beginning July
6 1, 2011, and July 1, 2012, employees of the executive branch,
7 judicial branch, and legislative branch shall not receive bonus
8 pay unless otherwise authorized by law, required pursuant to
9 a contract of employment entered into before July 1, 2011,
10 or required pursuant to a collective bargaining agreement.
11 This section does not apply to employees of the state board
12 of regents. For purposes of this section, "bonus pay" means
13 any additional remuneration provided an employee in the
14 form of a bonus, including but not limited to a retention
15 bonus, recruitment bonus, exceptional job performance pay,
16 extraordinary job performance pay, exceptional performance pay,
17 extraordinary duty pay, or extraordinary or special duty pay,
18 and any extra benefit not otherwise provided to other similarly
19 situated employees.

20 Sec. 7. SPECIAL FUNDS. For the fiscal years beginning
21 July 1, 2011, and July 1, 2012, salary adjustments otherwise
22 provided for in this Act may be funded using departmental
23 revolving, trust, or special funds for which the general
24 assembly has established an operating budget, provided doing so
25 does not exceed the operating budget established by the general
26 assembly.

27 Sec. 8. FEDERAL FUNDS APPROPRIATED. For the fiscal years
28 beginning July 1, 2011, and July 1, 2012, all federal grants
29 to and the federal receipts of the agencies affected by this
30 Act which are received and may be expended for purposes of this
31 Act are appropriated for those purposes and as set forth in the
32 federal grants or receipts.

33 Sec. 9. STATE TROOPER MEAL ALLOWANCE. For the fiscal years
34 beginning July 1, 2011, and July 1, 2012, the sworn peace
35 officers in the department of public safety who are not covered

1 by a collective bargaining agreement negotiated pursuant to
2 chapter 20 shall receive the same per diem meal allowance as
3 the sworn peace officers in the department of public safety who
4 are covered by a collective bargaining agreement negotiated
5 pursuant to chapter 20.

6 Sec. 10. SALARY MODEL ADMINISTRATOR. The salary model
7 administrator shall work in conjunction with the legislative
8 services agency to maintain the state's salary model used for
9 analyzing, comparing, and projecting state employee salary
10 and benefit information, including information relating to
11 employees of the state board of regents. The department of
12 revenue, the department of administrative services, the five
13 institutions under the jurisdiction of the state board of
14 regents, the judicial district departments of correctional
15 services, and the state department of transportation shall
16 provide salary data to the department of management and the
17 legislative services agency to operate the state's salary
18 model. The format and frequency of provision of the salary
19 data shall be determined by the department of management and
20 the legislative services agency. The information shall be
21 used in collective bargaining processes under chapter 20 and
22 in calculating the funding needs contained within the annual
23 salary adjustment legislation. A state employee organization
24 as defined in section 20.3, subsection 4, may request
25 information produced by the model, but the information provided
26 shall not contain information attributable to individual
27 employees.

28 EXPLANATION

29 This bill relates to the funding for the fiscal years
30 beginning July 1, 2011, and July 1, 2012, of salary increases
31 for appointed nonelected officers, employees subject to
32 collective bargaining agreements, certain noncontract
33 employees, and board of regents employees.

34 The bill updates the appointed state officers listed under
35 the salary ranges for appointed state officers.

1 For FY 2011-2012, the maximum and minimum salary levels of
2 pay plans for noncontract state employees shall be increased
3 by 2 percent for the pay period beginning June 24, 2011, and
4 shall be increased by an additional 1 percent for the pay
5 period beginning December 23, 2011. For FY 2012-2013, the
6 maximum and minimum salary levels of pay plans for noncontract
7 state employees shall be increased by 2 percent for the pay
8 period beginning June 22, 2012, and shall be increased by an
9 additional 1 percent for the pay period beginning December 21,
10 2012. For FY 2011-2012 and 2012-2013, employees may receive
11 a step increase or the equivalent of a step increase. For
12 FY 2011-2012, salary levels for noncontract judicial branch
13 employees shall be increased by 2 percent for the pay period
14 beginning June 24, 2011. For FY 2012-2013, salary levels for
15 noncontract judicial branch employees shall be increased by 2
16 percent for the pay period beginning June 22, 2012.

17 The bill prohibits bonus pay for employees of the executive
18 branch except for employees of the state board of regents,
19 the judicial branch, and the legislative branch, unless the
20 bonus pay is otherwise authorized by law, required pursuant to
21 an employment contract entered into before July 1, 2011, or
22 required pursuant to a collective bargaining agreement.

23 A supplemental authorization is provided to fund salaries
24 from trust, revolving, and special funds for which the general
25 assembly has established a budget.

26 The bill appropriates all federal grants to and the federal
27 receipts of the agencies affected by this bill which are
28 received and are expended for purposes of this bill.

29 The bill requires sworn peace officers in the department of
30 public safety who are not covered by a collective bargaining
31 agreement to receive the same per diem meal allowance as
32 the sworn peace officers covered by a collective bargaining
33 agreement.

34 The salary model administrator is required to work in
35 conjunction with the department of management and the

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1 legislative services agency to analyze, compare, and project
2 state salary and benefit information.