

**Senate Study Bill 1211 - 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.