

Senate Concurrent Resolution 6 - Introduced

SENATE CONCURRENT RESOLUTION NO. 6  
BY COMMITTEE ON RULES AND ADMINISTRATION  
(SUCCESSOR TO SSB 1251)

1 A Concurrent Resolution relating to the compensation  
2 of chaplains, officers, and employees of the  
3 ~~eighty-seventh~~ eighty-ninth general assembly.

4 WHEREAS, section 2.11 of the Code provides that "The  
5 compensation of the chaplains, officers, and employees  
6 of the general assembly shall be fixed by joint action  
7 of the house and senate by resolution at the opening of  
8 each session, or as soon thereafter as conveniently can  
9 be done."; NOW THEREFORE,

10 BE IT RESOLVED BY THE SENATE, THE HOUSE OF  
11 REPRESENTATIVES CONCURRING, That the compensation  
12 of the employees of the ~~eighty-seventh~~ eighty-ninth  
13 general assembly is set, effective from ~~January 9,~~  
14 ~~2017, until January 14, 2019~~ January 11, 2021, until  
15 January 9, 2023, in accordance with the following  
16 salary schedule:

17	#9		
18	<del>\$18,636.80</del>	<u>\$19,593.60</u>	
19	<del>8.96</del>	<u>9.42</u>	
20	#10		#11
21	<del>\$19,656.00</del>	<u>\$20,654.40</u>	<del>\$20,696.00</del> <u>\$21,736.00</u>
22	<del>9.45</del>	<u>9.93</u>	<del>9.95</del> <u>10.45</u>
23	#12		#13
24	<del>\$21,694.40</del>	<u>\$22,796.80</u>	<del>\$22,796.80</del> <u>\$23,961.60</u>
25	<del>10.43</del>	<u>10.96</u>	<del>10.96</del> <u>11.52</u>
26	#14		#15
27	<del>\$23,982.40</del>	<u>\$25,230.40</u>	<del>\$25,272.00</del> <u>\$26,561.60</u>

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1	<del>11.53</del> <u>12.13</u>	<del>12.15</del> <u>12.77</u>
2	#16	#17
3	<del>\$26,561.60</del> <u>\$27,934.40</u>	<del>\$27,684.80</del> <u>\$29,078.40</u>
4	<del>12.77</del> <u>13.43</u>	<del>13.31</del> <u>13.98</u>
5	#18	#19
6	<del>\$29,099.20</del> <u>\$30,576.00</u>	<del>\$30,409.60</del> <u>\$31,969.60</u>
7	<del>13.99</del> <u>14.70</u>	<del>14.62</del> <u>15.37</u>
8	#20	#21
9	<del>\$31,990.40</del> <u>\$33,633.60</u>	<del>\$33,384.00</del> <u>\$35,089.60</u>
10	<del>15.38</del> <u>16.17</u>	<del>16.05</del> <u>16.87</u>
11	#22	#23
12	<del>\$35,048.00</del> <u>\$36,836.80</u>	<del>\$36,774.40</del> <u>\$38,646.40</u>
13	<del>16.85</del> <u>17.71</u>	<del>17.68</del> <u>18.58</u>
14	#24	#25
15	<del>\$38,417.60</del> <u>\$40,372.80</u>	<del>\$40,372.80</del> <u>\$42,432.00</u>
16	<del>18.47</del> <u>19.41</u>	<del>19.41</del> <u>20.40</u>
17	#26	#27
18	<del>\$42,265.60</del> <u>\$44,428.80</u>	<del>\$44,304.00</del> <u>\$46,571.20</u>
19	<del>20.32</del> <u>21.36</u>	<del>21.30</del> <u>22.39</u>
20	#28	#29
21	<del>\$46,488.00</del> <u>\$48,859.20</u>	<del>\$48,672.00</del> <u>\$51,147.20</u>
22	<del>22.35</del> <u>23.49</u>	<del>23.40</del> <u>24.59</u>
23	#30	#31
24	<del>\$51,022.40</del> <u>\$53,643.20</u>	<del>\$53,560.00</del> <u>\$56,284.80</u>
25	<del>24.53</del> <u>25.79</u>	<del>25.75</del> <u>27.06</u>
26	#32	#33
27	<del>\$56,035.20</del> <u>\$58,884.80</u>	<del>\$58,760.00</del> <u>\$61,755.20</u>
28	<del>26.94</del> <u>28.31</u>	<del>28.25</del> <u>29.69</u>
29	#34	#35
30	<del>\$61,484.80</del> <u>\$64,625.60</u>	<del>\$64,459.20</del> <u>\$67,724.80</u>

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1	<del>29.56</del>	<u>31.07</u>		<del>30.99</del>	<u>32.56</u>
2	#36			#37	
3	<del>\$67,516.80</del>	<u>\$70,948.80</u>		<del>\$70,824.00</del>	<u>\$74,422.40</u>
4	<del>32.46</del>	<u>34.11</u>		<del>34.05</del>	<u>35.78</u>
5	#38			#39	
6	<del>\$74,172.80</del>	<u>\$77,958.40</u>		<del>\$77,812.80</del>	<u>\$81,764.80</u>
7	<del>35.66</del>	<u>37.48</u>		<del>37.41</del>	<u>39.31</u>
8	#40			#41	
9	<del>\$81,556.80</del>	<u>\$85,716.80</u>		<del>\$85,467.20</del>	<u>\$89,835.20</u>
10	<del>39.21</del>	<u>41.21</u>		<del>41.09</del>	<u>43.19</u>
11	#42			#43	
12	<del>\$89,648.00</del>	<u>\$94,224.00</u>		<del>\$93,808.00</del>	<u>\$98,592.00</u>
13	<del>43.10</del>	<u>45.30</u>		<del>45.10</del>	<u>47.40</u>
14	#44			#45	
15	<del>\$98,404.80</del>	<u>\$103,396.80</u>		<del>\$103,126.40</del>	<u>\$108,388.80</u>
16	<del>47.31</del>	<u>49.71</u>		<del>49.58</del>	<u>52.11</u>
17	#46			#47	
18	<del>\$108,035.20</del>	<u>\$113,526.40</u>		<del>\$113,193.60</del>	<u>\$118,955.20</u>
19	<del>51.94</del>	<u>54.58</u>		<del>54.42</del>	<u>57.19</u>
20	#48			#49	
21	<del>\$118,622.40</del>	<u>\$124,675.20</u>		<del>\$124,321.60</del>	<u>\$130,644.80</u>
22	<del>57.03</del>	<u>59.94</u>		<del>59.77</del>	<u>62.81</u>
23	#50			#51	
24	<del>\$130,374.40</del>	<u>\$137,009.60</u>		<del>\$136,593.60</del>	<u>\$143,540.80</u>
25	<del>62.68</del>	<u>65.87</u>		<del>65.67</del>	<u>69.01</u>

26 In this schedule, each numbered block shall be  
 27 the yearly and hourly compensation for the pay grade  
 28 of the number heading the block. Within each grade  
 29 there shall be eight steps numbered "1" through "8".  
 30 In the above schedule the steps for all grades are

1 determined in the following manner. Each numbered  
2 block is counted as the "1" step for that grade. The  
3 next higher block is counted as the "2" step; the next  
4 higher block is the "3" step; the next higher block is  
5 the "4" step; the next higher block is the "5" step;  
6 the next higher block is the "6" step; the next higher  
7 block is the "7" step; and the next higher block plus  
8 2.5% is the "8" step.

9 Alternatively, the senate rules and administration  
10 committee for senate employees, and the house  
11 administration and rules committee for house employees  
12 may allow their employees' compensation to be flexibly  
13 set anywhere between steps "1" through "8" for an  
14 employee's prescribed pay grade.

15 All employees shall be available to work daily  
16 until completion of the senate's and house of  
17 representatives' business. The employee's division  
18 supervisor shall schedule all employees' working hours  
19 to, as far as possible, maintain regular working hours.

20 All employees, other than those designated "part-  
21 time", shall be compensated for 40 hours of work in  
22 a one-week pay period. Secretaries to senators and  
23 representatives are presumed to have 32 hours of work  
24 each week the legislature is in session and shall  
25 be paid only on that basis. Full-time employees  
26 who are required to work in excess of 80 hours in a  
27 two-week pay period shall be allowed compensatory time  
28 off at a rate of one hour for each hour of overtime  
29 up to a maximum of 120 hours of compensatory time.  
30 Joint security employees of the senate and house of

1 representatives may be compensated for each hour of  
2 overtime at a rate of pay equal to one-and-one-half  
3 times the hourly pay provided.

4 BE IT FURTHER RESOLVED, That part-time employees  
5 shall be compensated at the scheduled hourly rate for  
6 their pay grade and step.

7 BE IT FURTHER RESOLVED, That in the event the  
8 salary schedule for employees of the State of Iowa  
9 as promulgated by the department of administrative  
10 services pursuant to section 8A.413, subsection 3, is  
11 revised upward at any time during the ~~eighty-seventh~~  
12 eighty-ninth general assembly, such revised schedule  
13 shall simultaneously be adopted for the compensation  
14 of the employees of the ~~eighty-seventh~~ eighty-ninth  
15 general assembly assigned a grade by this resolution,  
16 unless otherwise provided by the senate and house of  
17 representatives.

18 BE IT FURTHER RESOLVED, That adjustments in  
19 the positions and compensation listed in this  
20 resolution may be made through an interim review of  
21 all legislative employees for internal equity and to  
22 assure compliance with appropriate legal standards  
23 for granting of overtime and compensatory time off.  
24 Such review shall be conducted by a legislative  
25 committee made up of members of the service committee  
26 of legislative council and the appropriate salary  
27 subcommittees of the senate and house. Only one such  
28 review may be done in any fiscal year and adjustments  
29 suggested must be approved by the appropriate hiring  
30 body.

1 BE IT FURTHER RESOLVED, That the employees of the  
2 ~~eighty-seventh~~ eighty-ninth general assembly be placed  
3 in the following pay grades:

4 EMPLOYEES OF THE HOUSE

5 Chief Clerk of the House.....	Grade 44
6 Sr. Assistant Chief Clerk of the House.....	Grade 41
7 Assistant Chief Clerk of the House III.....	Grade 38
8 Assistant Chief Clerk of the House II.....	Grade 35
9 Assistant Chief Clerk of the House I.....	Grade 32
10 Legal Counsel II.....	Grade 35
11 Legal Counsel I.....	Grade 32
12 Legal Counsel.....	Grade 30
13 Sr. Caucus Staff Director.....	Grade 41
14 Caucus Staff Director.....	Grade 38
15 Sr. Deputy Caucus Staff Director.....	Grade 39
16 Deputy Caucus Staff Director.....	Grade 36
17 Administrative Assistant to Leader or 18 Speaker.....	Grade 27
19 Administrative Assistant I to Leader or 20 Speaker.....	Grade 29
21 Administrative Assistant II to Leader or 22 Speaker.....	Grade 32
23 Administrative Assistant III to Leader or 24 Speaker.....	Grade 35
25 Sr. Administrative Assistant to Leader or 26 Speaker I.....	Grade 38
27 Sr. Administrative Assistant to Leader or 28 Speaker II.....	Grade 41
29 Research Assistant.....	Grade 24
30 Legislative Research Analyst.....	Grade 27

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1 Legislative Research Analyst I.....Grade 29  
2 Legislative Research Analyst II.....Grade 32  
3 Legislative Research Analyst III.....Grade 35  
4 Sr. Legislative Research Analyst.....Grade 38  
5 Assistant Secretary to Leader or Speaker.....Grade 18  
6 Secretary to Leader or Speaker.....Grade 19  
7 Caucus Secretary.....Grade 21  
8 Senior Caucus Secretary.....Grade 24  
9 Administrative Secretary to Leader, Speaker,  
10 or Chief Clerk.....Grade 21  
11 Executive Secretary to Leader, Speaker or  
12 Chief Clerk.....Grade 24  
13 Confidential Secretary to Leader, Speaker,  
14 or Chief Clerk.....Grade 27  
15 Clerk to Chief Clerk.....Grade 16  
16 Supervisor of Secretaries.....Grade 21  
17 Supervisor of Secretaries I.....Grade 24  
18 Supervisor of Secretaries II.....Grade 27  
19 Sr. Administrative Services Officer.....Grade 35  
20 Administrative Services Officer III.....Grade 32  
21 Administrative Services Officer II.....Grade 29  
22 Administrative Services Officer I.....Grade 26  
23 Administrative Services Officer.....Grade 23  
24 Administrative Services Assistant.....Grade 20  
25 Senior Editor.....Grade 30  
26 Editor II.....Grade 25  
27 Editor I.....Grade 22  
28 Assistant Editor.....Grade 19  
29 Compositor/Desk Top Specialist.....Grade 17  
30 Sr. Text Processor.....Grade 25

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1	Text Processor II.....	Grade 22
2	Text Processor I.....	Grade 19
3	Senior Finance Officer III.....	Grade 38
4	Senior Finance Officer II.....	Grade 35
5	Senior Finance Officer I.....	Grade 31
6	Finance Officer II.....	Grade 27
7	Finance Officer I.....	Grade 24
8	Assistant Finance Officer.....	Grade 21
9	Recording Clerk II.....	Grade 24
10	Recording Clerk I.....	Grade 21
11	Assistant Legal Counsel I.....	Grade 30
12	Assistant Legal Counsel.....	Grade 27
13	Engrossing & Enrolling Processor.....	Grade 27
14	Assistant to the Legal Counsel.....	Grade 19
15	Senior Indexer.....	Grade 28
16	Indexer II.....	Grade 25
17	Indexer I.....	Grade 22
18	Indexing Assistant.....	Grade 19
19	Supply Clerk.....	Grade 16
20	Switchboard Operator.....	Grade 14
21	Legislative Secretary.....	Grade 15
22	Legislative Committee Secretary.....	Grade 17
23	Bill Clerk.....	Grade 14
24	Assistant Bill Clerk.....	Grade 12
25	Postmaster.....	Grade 12
26	Sergeant-at-Arms II.....	Grade 20
27	Sergeant-at-Arms I.....	Grade 17
28	Assistant Sergeant-at-Arms.....	Grade 14
29	Chief Doorkeeper.....	Grade 12
30	Doorkeepers.....	Grade 11



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1 Pages.....Grade 9  
2                                   EMPLOYEES OF THE SENATE  
3 Secretary of the Senate.....Grade 44  
4 Sr. Assistant Secretary of the Senate.....Grade 41  
5 Assistant Secretary of the Senate III.....Grade 38  
6 Assistant Secretary of the Senate II.....Grade 35  
7 Assistant Secretary of the Senate I.....Grade 32  
8 Legal Counsel II.....Grade 35  
9 Legal Counsel I.....Grade 32  
10 Legal Counsel.....Grade 30  
11 Sr. Caucus Staff Director.....Grade 41  
12 Caucus Staff Director.....Grade 38  
13 Sr. Deputy Caucus Staff Director.....Grade 39  
14 Deputy Caucus Staff Director.....Grade 36  
15 Administrative Assistant to Leader  
16 or President.....Grade 27  
17 Administrative Assistant I to Leader  
18 or President.....Grade 29  
19 Administrative Assistant II to Leader  
20 or President.....Grade 32  
21 Administrative Assistant III to Leader  
22 or President.....Grade 35  
23 Sr. Administrative Assistant to Leader  
24 or President I.....Grade 38  
25 Sr. Administrative Assistant to Leader  
26 or President II.....Grade 41  
27 Research Assistant.....Grade 24  
28 Legislative Research Analyst.....Grade 27  
29 Legislative Research Analyst I.....Grade 29  
30 Legislative Research Analyst II.....Grade 32

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1 Legislative Research Analyst III.....Grade 35  
2 Sr. Legislative Research Analyst.....Grade 38  
3 Caucus Secretary II.....Grade 21  
4 Senior Caucus Secretary.....Grade 24  
5 Secretary to Leader, President, or  
6 Caucus.....Grade 18  
7 Administrative Secretary to Leader,  
8 President, or Secretary of the Senate.....Grade 21  
9 Executive Secretary to Leader, President,  
10 or Secretary of the Senate.....Grade 24  
11 Confidential Secretary to Leader, President,  
12 or Secretary of the Senate.....Grade 27  
13 Supervisor of Secretaries.....Grade 21  
14 Supervisor of Secretaries I.....Grade 24  
15 Supervisor of Secretaries II.....Grade 27  
16 Sr. Administrative Services Officer.....Grade 35  
17 Administrative Services Officer III.....Grade 32  
18 Administrative Services Officer II.....Grade 29  
19 Administrative Services Officer I.....Grade 26  
20 Administrative Services Officer.....Grade 23  
21 Administrative Services Assistant.....Grade 20  
22 Senior Editor.....Grade 30  
23 Editor II.....Grade 25  
24 Editor I.....Grade 22  
25 Assistant Editor.....Grade 19  
26 Compositor/Desk Top Specialist.....Grade 17  
27 Assistant Legal Counsel I.....Grade 30  
28 Assistant Legal Counsel.....Grade 27  
29 Assistant to the Legal Counsel.....Grade 19  
30 Proofreader.....Grade 16

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1	Senior Finance Officer III.....	Grade 38
2	Senior Finance Officer II.....	Grade 35
3	Senior Finance Officer I.....	Grade 31
4	Finance Officer II.....	Grade 27
5	Finance Officer I.....	Grade 24
6	Assistant Finance Officer.....	Grade 21
7	Recording Clerk II.....	Grade 24
8	Recording Clerk I.....	Grade 21
9	Senior Indexer.....	Grade 28
10	Indexer II.....	Grade 25
11	Indexer I.....	Grade 22
12	Indexing Assistant.....	Grade 19
13	Records and Supply Clerk.....	Grade 18
14	Switchboard Operator.....	Grade 14
15	Legislative Secretary.....	Grade 15
16	Legislative Committee Secretary.....	Grade 17
17	Bill Clerk.....	Grade 14
18	Assistant Bill Clerk.....	Grade 12
19	Postmaster.....	Grade 12
20	Sergeant-at-Arms II.....	Grade 20
21	Sergeant-at-Arms I.....	Grade 17
22	Assistant Sergeant-at-Arms.....	Grade 14
23	Chief Doorkeeper.....	Grade 12
24	Doorkeepers.....	Grade 11
25	Pages.....	Grade 9
26	JOINT SENATE/HOUSE EMPLOYEES	
27	Facilities Manager I.....	Grade 35
28	Facilities Manager II.....	Grade 38
29	Sr. Facilities Manager.....	Grade 41
30	Legislative Security Coordinator I.....	Grade 23

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1 Legislative Security Coordinator II.....Grade 26  
2 Legislative Security Officer I.....Grade 20  
3 Legislative Security Officer II.....Grade 23  
4 Conservation/Restoration Specialist I.....Grade 28  
5 Conservation/Restoration Specialist II.....Grade 31  
6 Sr. Legislative Lobbyist Clerk.....Grade 24  
7 Legislative Lobbyist Clerk.....Grade 21  
8 Sr. Copy Center Operator.....Grade 21  
9 Copy Center Operator.....Grade 18

10 BE IT FURTHER RESOLVED, That should the house or the  
11 senate, or the house and senate jointly, hire a human  
12 resources director, the employee shall be placed on pay  
13 grade 31.

14 BE IT FURTHER RESOLVED, That there shall be four  
15 classes of appointments as employees of the general  
16 assembly:

17 A "permanent full-time" or "permanent part-time"  
18 employee is one who is employed the year around and  
19 eligible to receive state benefits.

20 An "exempt full-time" employee is one who is  
21 employed for only a portion of the year, usually the  
22 period of the legislative sessions with extensions  
23 post-session and pre-session as scheduled. This class  
24 is eligible to receive state benefits with the cost of  
25 benefits to the state to be paid, using accrued leave  
26 if authorized, by the employee when not on the payroll.

27 A "session-only" employee is one who is employed for  
28 only a portion of the year, usually the legislative  
29 session. This class is not eligible for state  
30 benefits, except IPERS, and insurance as provided in

1 section 2.40.

2 A "part-time" employee is one who is employed to  
3 work less than 40 hours per week. This class is not  
4 eligible for state benefits, except IPERS if eligible.

5 BE IT FURTHER RESOLVED, That the exact  
6 classification for individuals in a job series  
7 created by this resolution shall be set or changed for  
8 senate employees by the senate rules and administration  
9 committee and for the house employees by the house  
10 administration and rules committee. The committees  
11 shall base the classification upon the following  
12 factors:

13 1. The extent of formal education required of the  
14 position; and,

15 2. The extent of the responsibilities to be  
16 assigned to the position; and,

17 3. The amount of supervision placed over the  
18 position; and,

19 4. The number of persons the position is assigned  
20 to supervise and skills and responsibilities of those  
21 positions supervised.

22 The committees shall report the exact  
23 classifications assigned to each individual on the  
24 next legislative day, or, if such action is during  
25 the interim, on the first day the senate or house  
26 shall convene. Any action by the senate or house to  
27 disapprove a report or a portion of a report shall be  
28 effective the day after the action.

29 Recommendations for a pay grade for a new position  
30 shall be developed in accordance with the factor scores

1 in the comparable worth report. Every four years the  
2 senate rules and administration committee, the house  
3 administration and rules committee, and the legislative  
4 council may review all positions in the legislative  
5 branch to assure conformity to comparable worth.

6 BE IT FURTHER RESOLVED, That a senator or  
7 representative may employ a secretary who in the  
8 judgment of the senator or representative employing  
9 such person, possesses the necessary skills to perform  
10 the duties such senator or representative shall  
11 designate, under the administrative direction, as  
12 appropriate, of the secretary of the senate or the  
13 chief clerk of the house.

14 Each standing committee chairperson, ethics  
15 committee chairperson, and each appropriations  
16 subcommittee chairperson shall designate a secretary  
17 who is competent to perform the following duties:  
18 prepare committee minutes, committee reports, type  
19 committee correspondence, maintain committee records,  
20 and otherwise assist the committee. Such duties  
21 shall be performed in accordance with standards which  
22 shall be provided by the secretary of the senate and  
23 chief clerk of the house. In making the designation,  
24 chairpersons shall consider persons for possible  
25 designation as the secretary to the committee in the  
26 following order:

27 First: The secretary to the chairperson.

28 Second: The secretary to the committee's  
29 vice-chairperson.

30 Third: The secretary to any other member of the

1 committee.

2 Fourth: The secretary to any other member in the  
3 same house as the committee.

4 BE IT FURTHER RESOLVED, That a Legal Counsel II  
5 shall be a person who has graduated from an accredited  
6 school of law and is admitted to practice in Iowa as  
7 an Attorney and Counselor at Law and possesses either  
8 a Masters of Law degree or has at least two years of  
9 legal experience after admission to practice.

10 A Legal Counsel I shall be a person who has  
11 graduated from an accredited school of law and is  
12 admitted to practice in Iowa as an Attorney and  
13 Counselor at Law.

14 BE IT FURTHER RESOLVED, That employees of the  
15 general assembly may be eligible for either of the  
16 following:

17 1. Increases in salary grade or step based on  
18 evaluation of their job performance and recommendations  
19 of their administrative officers, subject to approval  
20 of the senate committee on rules and administration  
21 or the house committee on administration and rules, as  
22 appropriate ~~or~~.

23 2. Mobility within a pay grade at the discretion  
24 of the chief clerk of the house upon recommendation  
25 by the employee's division supervisor on the part  
26 of the house, and the discretion of the employee's  
27 division supervisor on the part of the senate,  
28 subject to the approval of the house committee on  
29 administration and rules or the senate committee on  
30 rules and administration, as appropriate ~~—~~, either

1 in accord with a flexible pay plan approved by the  
2 senate rules and administration committee or the house  
3 administration and rules committee, or in accord with  
4 the following schedule:

5 (a) Progression from step "1" to "2" for a newly  
6 hired employee — six months of actual employment.

7 (b) Progression from step "1" to "2" following  
8 promotion within a job series — twelve months of  
9 actual employment in that position.

10 (c) Progression from step "2" to "3", and step "3"  
11 to "4", and step "4" to "5", and step "5" to "6", and  
12 step "6" to "7", and step "7" to "8" — twelve months  
13 of actual employment at the lower step.

14 BE IT FURTHER RESOLVED, That in addition to the  
15 steps provided in the preceding paragraph, that  
16 secretaries to senators and representatives who were  
17 employees of the senate or house of representatives  
18 during any general assembly prior to January 9, 1989,  
19 and who have received certification for passing a  
20 typing and shorthand performance examination shall be  
21 eligible for two additional steps.

22 BE IT FURTHER RESOLVED, That in addition to the  
23 steps provided in the preceding paragraph, that  
24 secretaries to senators and representatives shall  
25 be eligible for a maximum of three additional grades  
26 beyond grade 15, in any combination, as provided in  
27 this paragraph:

28 1. One additional grade for a secretary to a  
29 standing committee chair, ethics committee chair,  
30 or appropriations subcommittee chair who is not the



1 designated committee secretary.

2 2. One additional grade for a secretary to a vice-  
3 chairperson or ranking member of a standing committee,  
4 ethics committee, or appropriations subcommittee.

5 3. One additional grade for a secretary to the  
6 chairperson of the chaplain's committee.

7 4. Two additional grades for a secretary to an  
8 assistant floor leader or speaker pro tempore or  
9 president pro tempore.

10 5. One additional grade for a designated committee  
11 secretary who is also the designated committee  
12 secretary for an additional standing committee, ethics  
13 committee, or appropriations subcommittee.

14 6. Six additional steps for a secretary who is the  
15 sole secretary for two or more members.

16 BE IT FURTHER RESOLVED, That in the event the  
17 secretary to the chairperson of the chaplain's  
18 committee is the secretary to the president, president  
19 pro tempore, speaker, speaker pro tempore, or the  
20 majority or minority leader, such secretary shall  
21 receive one additional step.

22 BE IT FURTHER RESOLVED, That the entrance salary for  
23 employees of the general assembly shall be at step 1 in  
24 the grade of the position held. Such employee may be  
25 hired above the entrance step if possessing outstanding  
26 and unusual experience for the position. Such employee  
27 who is hired above the entrance step shall be mobile  
28 above that step in the same period of time as other  
29 employees in that same step. An officer or employee  
30 who is moved to another position may be considered for

1 partial or full credit for their experience in the  
2 former position in determining the step in the new  
3 grade.

4 The entry level for the position of research  
5 analyst shall be Legislative Research Analyst, unless  
6 extraordinary conditions justify increasing that entry  
7 level.

8 BE IT FURTHER RESOLVED, That a pay increase for  
9 employees of one step within the pay grade for the  
10 position may be made for exceptionally meritorious  
11 service in addition to step increases provided  
12 for in this resolution, at the discretion of the  
13 chief clerk upon recommendation by the employee's  
14 division supervisor on the part of the house, and upon  
15 recommendation by the employee's division supervisor on  
16 the part of the senate, and the approval of the senate  
17 committee on rules and administration or the house  
18 committee on administration and rules. Exceptionally  
19 meritorious service pay increases shall be governed by  
20 the following:

21 a. The employee must have served in the position  
22 for at least twelve months;

23 b. Written justification, setting forth in detail  
24 the nature of the exceptionally meritorious service  
25 rendered, must be submitted to the senate rules and  
26 administration committee or house administration and  
27 rules committee and approved in advance of granting the  
28 pay increase;

29 c. No more than one exceptionally meritorious  
30 service pay increase may be granted in any twelve-month

1 period.

2 d. Such meritorious service pay increase shall  
3 not be granted beyond the eight-step maximum for that  
4 position.

5 BE IT FURTHER RESOLVED, That the senate rules and  
6 administration committee and the house administration  
7 and rules committee shall both hire officers and  
8 employees for their respective bodies and fill any  
9 vacancies which may occur, to be effective at such time  
10 as they shall set. The committee shall report the  
11 names of those it has hired for the positions specified  
12 in this resolution or the filling of any vacancies on  
13 the next legislative day or, if such action is during  
14 the interim, on the first day the senate or house shall  
15 convene. Any action by the senate or house to amend or  
16 disapprove a report or a portion of a report shall be  
17 effective the day after the action.

18 The chief clerk of the house shall submit to the  
19 house committee on administration and rules and  
20 the secretary of the senate shall submit to the  
21 senate committee on rules and administration the  
22 list of names, or amendments thereto, of employee  
23 classifications and recommended pay step for each  
24 officer and employee. Such list shall include  
25 recommendations for the pay step for all employees.  
26 Each respective committee shall approve or amend the  
27 list of recommended classifications and pay steps and  
28 publish said list in the journal.

29 BE IT FURTHER RESOLVED, That permanent employees of  
30 the general assembly shall receive vacation allowances,

1 sick leave, health and accident insurance, life  
2 insurance, and disability income insurance as are  
3 comparably provided for full-time permanent state  
4 employees. The computations shall be maintained by the  
5 finance officers in each house and coordinated with the  
6 department of administrative services.

7 BE IT FURTHER RESOLVED, That should any employee  
8 have a grievance, the grievance shall be resolved as  
9 provided by procedures determined by the senate rules  
10 and administration committee for senate employees or  
11 the house administration and rules committee for house  
12 employees.

13 BE IT FURTHER RESOLVED, That the legislative  
14 council take action to provide the same compensation  
15 and benefits to all legislative central staff agency  
16 employees for the ~~eighty-seventh~~ eighty-ninth general  
17 assembly as is provided by this resolution. The  
18 director of each legislative central staff agency  
19 shall report to the chief clerk of the house and the  
20 secretary of the senate the list of approved positions  
21 for their agencies and the names, grades, and steps of  
22 each employee. Such lists shall be published in the  
23 journals of the house and the senate within two weeks  
24 after the adoption of this resolution by both houses.

25 BE IT FURTHER RESOLVED, That the compensation of  
26 chaplains officiating at the opening of the daily  
27 sessions of the house of representatives and the senate  
28 of the ~~eighty-seventh~~ eighty-ninth general assembly  
29 be fixed at ten dollars for each house of the general  
30 assembly, and that mileage to and from the State

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- 1 Capitol for chaplains be fixed at the rate established
- 2 for members of the general assembly.