

Senate Study Bill 3147 - Introduced

SENATE FILE _____
BY (PROPOSED COMMITTEE ON
JUDICIARY BILL BY CHAIRPERSON
SCHULTZ)

A BILL FOR

1 An Act requiring the supreme court to establish a judicial
2 officer and state court administrator compensation and
3 benefits plan and including effective date provisions.
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Section 1. Section 602.1401, subsections 1 and 5, Code 2026,
2 are amended to read as follows:

3 1. The supreme court shall establish, and may amend, a
4 personnel system and a pay and benefits plan for judicial
5 officers, the state court administrator, and court employees.
6 The personnel system shall include a designation by position
7 title, classification, and function of each position or class
8 of positions within the judicial branch. Reasonable efforts
9 shall be made to accommodate the individual staffing and
10 management practices of the respective clerks of the district
11 court. The personnel system, in the employment of court
12 employees, shall not discriminate on the basis of race, creed,
13 color, sex, national origin, religion, physical disability, or
14 political party preference. The supreme court, in establishing
15 the personnel system, shall implement the comparable worth
16 directives issued by the state court administrator under section
17 602.1204, subsection 2. The personnel system shall include the
18 prohibitions against sexual harassment of full-time, part-time,
19 and temporary employees set out in section 19B.12, and shall
20 include a grievance procedure for discriminatory harassment.
21 The personnel system shall develop and distribute at the time
22 of hiring or orientation, a guide that describes ~~for employees~~
23 the applicable sexual harassment prohibitions and grievance,
24 violation, and disposition procedures. This subsection does not
25 supersede the remedies provided under chapter 216.

26 5. The pay and benefits plan shall set the compensation and
27 benefits of judicial officers, the state court administrator,
28 and court employees within the funds appropriated by the general
29 assembly.

30 Sec. 2. Section 602.1502, subsection 1, Code 2026, is amended
31 by striking the subsection.

32 Sec. 3. Section 602.9104, subsection 1, paragraph a, Code
33 2026, is amended to read as follows:

34 a. A judge to whom this article applies shall be paid an
35 amount equal to the basic salary of the judge as set ~~by the~~

1 ~~general assembly~~ pursuant to section 602.1401 reduced by an
2 amount designated as the judge's required contribution to the
3 judicial retirement fund. The amount designated as the judge's
4 required contribution shall be paid by the state in the manner
5 provided in subsection 2.

6 Sec. 4. Section 602.9204, subsection 1, paragraph a, Code
7 2026, is amended to read as follows:

8 a. A judge who retires on or after July 1, 1994, and who is
9 appointed a senior judge under section 602.9203 shall be paid a
10 salary as determined by ~~the general assembly~~ pursuant to section
11 602.1401.

12 Sec. 5. REPEAL. Section 602.1501, Code 2026, is repealed.

13 Sec. 6. JUDICIAL OFFICERS — CURRENT SALARY RATES
14 SUPERSEDED. For purposes of 2025 Iowa Acts, chapter 158, section
15 6, subsection 1, this Act shall be deemed as the provision of
16 salary rates for judicial officers by the general assembly for
17 fiscal years subsequent to the fiscal year beginning July 1,
18 2025.

19 Sec. 7. EFFECTIVE DATE. This Act takes effect June 19, 2026.

20 EXPLANATION

21 The inclusion of this explanation does not constitute agreement with
22 the explanation's substance by the members of the general assembly.

23 Under current law, the supreme court must establish and
24 may amend a personnel system and a pay and benefits plan for
25 court employees. This bill requires the supreme court to also
26 establish a pay and benefits plan for judicial officers and the
27 state court administrator in addition to court employees. Under
28 current law and the bill, the supreme court is required to set
29 the salary of the state court administrator within pay grade 43
30 of the pay plans published by the department of administrative
31 services (Code section 8A.461).

32 The bill repeals Code section 602.1501 (judicial salaries)
33 which provides that the general assembly will set the salary
34 for the chief justice of the supreme court, each justice of
35 the supreme court, the chief judge of the court of appeals,

1 each judge of the court of appeals, the chief judge of each
2 judicial district, each district judge, each district associate
3 judge, each full-time associate juvenile judge, each full-time
4 associate probate judge, and each magistrate. Under current
5 law, salary rates for such judicial officers are set by 2025
6 Iowa Acts, chapter 158 (judicial branch appropriations), until
7 otherwise provided by the general assembly. The bill specifies
8 that the bill constitutes subsequent provision of salary rates by
9 the general assembly for purposes of this provision.

10 By operation of law, the bill may affect the salary of a
11 full-time county attorney of a county with a population over
12 200,000, which is required to be between 45 percent and 100
13 percent of a district judge (Code section 331.752(5)).

14 The bill takes effect June 19, 2026.

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