Attachment 9

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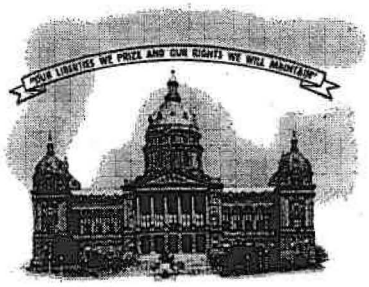

STATE CAPITOL
DES MOINES, IOWA
50319

STATE OF IOWA
LEGISLATIVE FISCAL BUREAU

MEMORANDUM

To: Members of the Legislative Fiscal Committee

From: Douglas Wulf and Glen Dickinson

Date: December 19, 2002

Re: Review of Extra Pay provided by departments between FY 1999 and FY 2003

Attached you will find:

1. ATTACHMENT 1 – The relevant subrules of the Iowa Administrative Code pertaining to discretionary, recruitment, and retention bonuses. The current rules have been in effect since 1998. The concept of extra pay for meritorious pay was included in the original rules promulgated in 1975. Those rules were amended in 1988 to include recruitment and retention pay. In 1999 the rules were slightly amended to eliminate the term lump sum as the method of payment. Departments now can spread extra pay evenly over the 12 months or the 26 pay period if they chose.

2. ATTACHMENT 2 – A spreadsheet showing individuals receiving lump sum payments larger than $2000 between FY 1999 and FY 2003 YTD, in order of magnitude of payment from largest to smallest.

3. ATTACHMENT 3 – Is Attachment 2 (individuals receiving lump sum payments larger than $2,000) sorted by department.

4. ATTACHMENT 4 – A spreadsheet showing the total spent by department, the FY 2002 FTE level for the department, and the average amount provided in extra pay per employee. This is not the amount each employee received, is the amount spent per employee to provide extra pay bonuses to a few employees. Additionally, the amounts received accrue to the individual and not the department. In some cases an employee changed departments during this time period and the extra pay that the employee received in any of the years under review shows as being from the current department.

5. A detail document showing all employees who received the extra pay by department and the date and amounts they received those funds is available upon request.

Please note that the attached spreadsheets do not include data from the Board of Regents or the Department of Transportation. Those entities maintain systems separate from the centralized payroll system. Information from those entities can be made available at a later date.

If you have any questions, please contact Glen Dickinson (281-4616) or Doug Wulf (281-3250).

Attachment 1

DISCRETIONARY PAYMENTS [IDOP Subrule 4.9(4)]

Discretionary pay is a lump sum payment for exceptional job performance given to employees when the appointing authority deems it appropriate. It is appropriate when the employee's current performance far exceeds the standards for the job, and assigned duties and responsibilities are accomplished at a level of quantity and quality significantly above and beyond normal expectations. It is an effective way to recognize the outstanding accomplishments of an employee under the right circumstances. The following guidelines are intended to assist you in making decisions about giving discretionary pay and in preparing the written justification that must be included on the "Special Pay/Appointment Action" form (CFN 552-0125) and the "Discretionary Pay" form (CFN 552-0667).

1. Review the normal expectations of the employee based on the employee's most recent performance plan.
2. Describe (on the Discretionary Pay Justification form CFN 552-0667) how the employee's performance exceeds those expectations. Be specific about how it contributes to the Governor's human resource goals, including establishing a renewed focus on customer service, linking performance to compensation and rewards, and adding value.
3. Describe how the employee's exceptional accomplishments were measured. This may include written material, direct observations, information from customers, etc. Include the length of time that the employee has been performing at the higher level.

Although an employee may, from time to time, deserve or require extra pay, discretionary pay may not be the appropriate vehicle. Some examples of inappropriate use include:

1. The employee has completed a work-related course of study.
2. The employee's position is thought to be inappropriately classified.
3. The employee has limited responsibility over work of others.
4. The employee's pay grade seems to be too low.
5. The employee is overqualified.
6. The employee is temporarily performing the work of a higher job class.
7. The employee is at the end of the pay range.

There are several ways to properly compensate employees in situations listed above. They include:

1. Leadworker pay
2. Classification review
3. Special duty pay
4. Extra duty pay
5. Position audit
6. Pay grade review

RECRUITMENT OR RETENTION PAYMENTS [IDOP Subrule 4.9(5)]

A lump sum payment may be requested on the "Special Pay/Appointment Action" form and be given to an applicant as a recruitment incentive or to retain a current employee subject to the following conditions:

- A written explanation providing the reasons for the request must first be submitted and reviewed by the director of the Iowa Department of Personnel.
- As a condition of receiving a recruitment or retention payment, an applicant /employee must sign an agreement to continue employment with the agency for a period of time commensurate with the payment received.
- If the applicant/employee voluntarily leaves the agency of employment or is terminated for cause, they are required to repay a proportionate amount of the payment.
- When the change in employment involves movement from one state agency to another state agency, the director of the Iowa Department of Personnel must approve the repayment schedule.

Attachment 2

Bonuses Over $2000 Paid to Employees on Centralized Payroll for the Pay Periods 12/25/1998 through 11/22/2002

Agency	Last Name	First Name	Type of Bonus	Eff. Date	Amount
NATURAL RESOURCES	VONK	JEFFREY	Retention	11/22/2002	$ 34,000
HUMAN SERVICES, DEPT. OF	MIKKILINENI	PRASAD	Recruitment/Retention	05/10/2002	18,368
HUMAN SERVICES, DEPT. OF	MIKKILINENI	DEVI	Recruitment/Retention	05/10/2002	18,368
PUBLIC HEALTH, DEPT. OF	GLEASON	STEPHEN	Recruitment/Retention	04/28/2000	17,000
PUBLIC HEALTH, DEPT. OF	GLEASON	STEPHEN	Recruitment/Retention	06/08/2001	17,000
PUBLIC HEALTH, DEPT. OF	GLEASON	STEPHEN	Retention	11/08/2002	17,000
CORR. - OAKDALE	DEOL	HARBANS	Retention	10/25/2002	15,000
PERSONNEL, DEPARTMENT OF	ANDERSON	MOLLIE	Recruitment/Retention	06/11/1999	13,529
IOWA COMMUNICATIONS NETWORK	BARSKE	JEFFREY	Recruitment/Retention	10/27/2000	10,000
PUBLIC HEALTH, DEPT. OF	QUIRK	STEPHEN	Recruitment/Retention	07/21/2000	10,000
PUBLIC HEALTH, DEPT. OF	GOODIN	JULIA	Recruitment/Retention	12/10/1999	10,000
INSURANCE DIVISION	KINNEY	SCOTT	Recruitment/Retention	01/07/2000	10,000
IOWA COMMUNICATIONS NETWORK	SHIPLEY	JANET	Recruitment/Retention	10/27/2000	10,000
PUBLIC DEFENSE, DEPT. OF	BRODERICK	MIKE	Recruitment/Retention	03/29/2002	8,280
HUMAN SERVICES, DEPT. OF	FINNEGAN-MCD	MARY	Recruitment/Retention	12/25/1998	7,500
IDOP-RETIREMENT	SCHWARTZ	LEON	Recruitment/Retention	06/09/2000	7,300
JUSTICE, DEPARTMENT OF	NELSON	ELIZABETH	Exceptional Job Performance	04/14/2000	7,292
EDUCATION, DEPT. OF	WILLS	ROBERT	Recruitment/Retention	12/25/1998	7,080
HUMAN SERVICES, DEPT. OF	GARDNER	JIMMY	Recruitment/Retention	04/12/2002	7,063
HUMAN SERVICES, DEPT. OF	GARDNER	JIMMY	Recruitment/Retention	04/26/2002	7,063
BLIND, DEPARTMENT OF	DAVIS	LISA	Recruitment/Retention	08/06/1999	6,040
HUMAN SERVICES, DEPT. OF	CARR	DEBRA	Recruitment/Retention	05/28/1999	6,000
INSURANCE DIVISION	ARMSTRONG	JAMES	Recruitment/Retention	01/22/1999	6,000
INSURANCE DIVISION	CROSS	KIMBERLEE	Exceptional Job Performance	11/10/2000	6,000
INSURANCE DIVISION	GARLAND	RITA	Recruitment/Retention	01/22/1999	6,000
INSURANCE DIVISION	HARDER	ALAN	Recruitment/Retention	01/22/1999	6,000
INFORMATION TECHNOLOGY SERVICE	BEHRENS	MATTHEW	Recruitment/Retention	04/14/2000	6,000
ORMATION TECHNOLOGY SERVICE	RECTOR	TODD	Recruitment/Retention	04/27/2001	6,000
AN SERVICES, DEPT. OF	WILKEN	JOHN	Exceptional Job Performance	03/30/2001	5,672
LOTTERY DIVISION	HERVEY	LYLE	Recruitment/Retention	12/24/1999	5,600
HUMAN SERVICES, DEPT. OF	WALTON	KATHRYN	Recruitment/Retention	01/19/2001	5,543
HUMAN SERVICES, DEPT. OF	LOVEN	MARY	Recruitment/Retention	06/22/2001	5,430
BANKING DIVISION	HUANG	XUANNING	Exceptional Job Performance	09/03/1999	5,137
EDUCATION, DEPT. OF	WINANS	DAVID	Recruitment/Retention	10/12/2001	5,070
INFORMATION TECHNOLOGY SERVICE	OLEARY	DEBORAH	Recruitment/Retention	03/02/2001	5,017
MANAGEMENT, DEPT. OF	CHRISINGER	JAMES	Exceptional Job Performance	02/04/2000	5,000
GOVERNOR'S OFFICE, IOWA	CULBERTSON	MOLLY	Recruitment/Retention	10/01/1999	5,000
ECONOMIC DEVELOPMENT, DEPT OF	GRAU	THOMAS	Recruitment/Retention	02/16/2001	5,000
REVENUE AND FINANCE, DEPT. OF	MULLER	PAUL	Exceptional Job Performance	01/04/2002	5,000
ECONOMIC DEVELOPMENT, DEPT OF	RATEKIN	JACK	Recruitment/Retention	12/22/2000	5,000
ECONOMIC DEVELOPMENT, DEPT OF	SWESEY	MICHAEL	Recruitment/Retention	05/28/1999	5,000
INSURANCE DIVISION	BAKER	NORLYN	Recruitment/Retention	01/22/1999	5,000
CORRECTIONS-CENTRAL OFFICE	BRANDT	LOWELL	Exceptional Job Performance	04/28/2000	5,000
INSURANCE DIVISION	CROSS	KIMBERLEE	Recruitment/Retention	01/22/1999	5,000
CORR. - ANAMOSA	FAYRAM	JOHN	Exceptional Job Performance	04/28/2000	5,000
IOWA COMMUNICATIONS NETWORK	FUJINAKA	TAMARA	Exceptional Job Performance	02/18/2000	5,000
IOWA PUBLIC TELEVISION	HAYES	WILLIAM	Recruitment/Retention	04/30/1999	5,000
ECONOMIC DEVELOPMENT, DEPT OF	PEDERSEN	NANCY	Recruitment/Retention	01/05/2001	5,000
INFORMATION TECHNOLOGY SERVICE	PETERS, JR	KENNETH	Recruitment/Retention	04/02/1999	5,000
PAROLE BOARD	TWEDT	JAMES	Exceptional Job Performance	06/09/2000	5,000
IOWA COMMUNICATIONS NETWORK	BOWMAN	HAROLD	Exceptional Job Performance	02/18/2000	5,000
REVENUE AND FINANCE, DEPT. OF	CARRINGTON	RONALD	Recruitment/Retention	10/15/1999	5,000
REVENUE AND FINANCE, DEPT. OF	CARRINGTON	RONALD	Recruitment/Retention	10/27/2000	5,000
A COMMUNICATIONS NETWORK	PARKER	EDWARD	Recruitment/Retention	05/11/2001	5,000
R AFFAIRS, DEPT. OF	POPE	CARLA	Recruitment/Retention	02/16/2001	5,000
WA WORKFORCEMENT DEVELOPMENT	BARGMAN III	JOHN	Exceptional Job Performance	12/25/1998	4,956
UTILITIES DIVISION	STUMP	LISA	Exceptional Job Performance	06/09/2000	4,590

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Agency	Last Name	First Name	Type of Bonus	Eff. Date	Amount
PUBLIC HEALTH, DEPT. OF	ZWICK	JANET	Recruitment/Retention	08/16/2002	4,[illegible]
ELDER AFFAIRS, DEPT. OF	YORDI	JEANNE	Retention	10/25/2002	4,[illegible]
UTILITIES DIVISION	STUMP	LISA	Exceptional Job Performance	06/11/1999	4,456
BANKING DIVISION	BERGMANN	TRACY	Recruitment/Retention	07/06/2001	4,451
BANKING DIVISION	KOENIG	JILL	Recruitment/Retention	07/06/2001	4,451
ECONOMIC DEVELOPMENT, DEPT OF	VARGASON	JEFFREY	Recruitment/Retention	11/24/2000	4,450
MANAGEMENT, DEPT. OF	LETO	LINDA	Recruitment/Retention	06/22/2001	4,061
GENERAL SERVICES, DEPT. OF	BENDON	BARBARA	Exceptional Job Performance	01/07/2000	4,000
MANAGEMENT, DEPT. OF	CHRISINGER	JAMES	Exceptional Job Performance	06/09/2000	4,000
IDOP-RETIREMENT	LOVELL	KELLY	Recruitment/Retention	01/07/2000	4,000
JUSTICE, DEPARTMENT OF	BROWN	SCOTT	Exceptional Job Performance	04/16/1999	4,000
INFORMATION TECHNOLOGY SERVICE	CLEMENSON	RANDALL	Recruitment/Retention	07/20/2001	4,000
IOWA COMMUNICATIONS NETWORK	FUJINAKA	TAMARA	Exceptional Job Performance	06/09/2000	4,000
IOWA COMMUNICATIONS NETWORK	BOWMAN	HAROLD	Exceptional Job Performance	06/09/2000	4,000
GENERAL SERVICES, DEPT. OF	GARTNER	WILLIAM	Recruitment/Retention	09/29/2000	4,000
GENERAL SERVICES, DEPT. OF	HARMEYER	PATRICIA	Exceptional Job Performance	06/11/1999	4,000
FINANCE AUTHORITY	WHITEHEAD	CAROLE	Exceptional Job Performance	11/12/1999	4,000
ELDER AFFAIRS, DEPT. OF	YORDI	JEANNE	Recruitment/Retention	03/16/2001	4,000
HUMAN SERVICES, DEPT. OF	SHANNON	RICHARD	Exceptional Job Performance	08/04/2000	3,798
HUMAN SERVICES, DEPT. OF	GARDNER	JIMMY	Retention	11/08/2002	3,664
PUBLIC HEALTH, DEPT. OF	HOYEM	JEFF	Recruitment/Retention	06/25/1999	3,650
REVENUE AND FINANCE, DEPT. OF	STRADLEY JR	RICHARD	Exceptional Job Performance	03/17/2000	3,646
GOVERNOR'S OFFICE, IOWA	CHUGH	MADHU	Exceptional Job Performance	09/03/1999	3,542
ECONOMIC DEVELOPMENT, DEPT OF	GAMBLE	JOYCE	Exceptional Job Performance	08/06/1999	3,507
REVENUE AND FINANCE, DEPT. OF	MACKIN	BONNIE	Exceptional Job Performance	06/11/1999	3,500
INSURANCE DIVISION	VOSS	SUSAN	Exceptional Job Performance	05/26/2000	3,500
COLLEGE AID COMMISSION	FITZGIBBON	TIMOTHY	Recruitment/Retention	03/16/2001	3,500
COLLEGE AID COMMISSION	FITZGIBBON	TIMOTHY	Retention	08/16/2002	3,500
REVENUE AND FINANCE, DEPT. OF	LINDNER	STEPHEN	Exceptional Job Performance	04/30/1999	3,500
REVENUE AND FINANCE, DEPT. OF	MATTHEWS	MARY	Exceptional Job Performance	06/11/1999	3,[illegible]
GENERAL SERVICES, DEPT. OF	DAUGHERTY	GEORGE	Recruitment/Retention	01/08/1999	3,[illegible]
GENERAL SERVICES, DEPT. OF	DAUGHERTY	GEORGE	Recruitment/Retention	03/03/2000	3,500
CORRECTIONS-CENTRAL OFFICE	TASSONE	TONI	Exceptional Job Performance	08/18/2000	3,500
REVENUE AND FINANCE, DEPT. OF	HOEVEN	CHARLES	Exceptional Job Performance	11/23/2001	3,391
PUBLIC DEFENSE, DEPT. OF	MADSEN	CURTIS	Exceptional Job Performance	11/23/2001	3,391
PUBLIC HEALTH, DEPT. OF	MCNAUGHTON	JODY	Exceptional Job Performance	06/09/2000	3,300
MANAGEMENT, DEPT. OF	CEASER	HUGH	Recruitment/Retention	06/22/2001	3,265
PUBLIC DEFENSE, DEPT. OF	ROGERS	DANIEL	Exceptional Job Performance	11/23/2001	3,244
PUBLIC DEFENSE, DEPT. OF	KUMBIER	DALE	Exceptional Job Performance	11/23/2001	3,208
CREDIT UNION DIVISION	WHITLOW	MELANIE	Exceptional Job Performance	07/06/2001	3,200
CREDIT UNION DIVISION	MULCAHY	ANN	Exceptional Job Performance	07/06/2001	3,200
PERSONNEL, DEPARTMENT OF	SULA	PIERRE	Recruitment/Retention	11/26/1999	3,150
PERSONNEL, DEPARTMENT OF	HOERR	SAMUEL	Recruitment/Retention	03/17/2000	3,125
REVENUE AND FINANCE, DEPT. OF	COOPER	WAYNE	Exceptional Job Performance	06/11/1999	3,100
AGRICULTURE & LAND STEWARDSHIP	HUMRICH	SHAUNA	Recruitment/Retention	05/28/1999	3,047
IOWA WORKFORCEMENT DEVELOPMENT	FORTUNE	DAWN	Recruitment/Retention	02/05/1999	3,000
IOWA COMMUNICATIONS NETWORK	WILCOX	DIANE	Recruitment/Retention	01/07/2000	3,000
IOWA COMMUNICATIONS NETWORK	WILCOX	DIANE	Recruitment/Retention	12/08/2000	3,000
IOWA COMMUNICATIONS NETWORK	WILCOX	DIANE	Recruitment/Retention	12/22/2000	3,000
PERSONNEL, DEPARTMENT OF	HOLLAND	EDWARD	Exceptional Job Performance	02/01/2002	3,000
IDOP-RETIREMENT	HYATT, JR.	ROGER	Recruitment/Retention	11/12/1999	3,000
IDOP-RETIREMENT	REINHARDT	PATRICK	Recruitment/Retention	09/15/2000	3,000
IDOP-RETIREMENT	RICE	THOMAS	Recruitment/Retention	10/13/2000	3,000
IDOP-RETIREMENT	SCHOLTEN	KEITH	Recruitment/Retention	09/15/2000	3,000
JUSTICE, DEPARTMENT OF	WHITE	CATHLEEN	Recruitment/Retention	06/09/2000	3,000
EDUCATION, DEPT. OF	DEHART	JOSEPH	Recruitment/Retention	07/06/2001	3,[illegible]
PUBLIC DEFENSE, DEPT. OF	HULSE	CONNIE	Retention	08/16/2002	3,[illegible]
ELDER AFFAIRS, DEPT. OF	BATZ	JEFFREY	Retention	11/22/2002	3,000

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Agency	Last Name	First Name	Type of Bonus	Eff. Date	Amount
[illegible]VA COMMUNICATIONS NETWORK	FRENCH	PAUL	Recruitment/Retention	06/23/2000	3,000
[illegible]VA COMMUNICATIONS NETWORK	FRENCH	PAUL	Recruitment/Retention	01/19/2001	3,000
IOWA COMMUNICATIONS NETWORK	OGG	CHERICE	Recruitment/Retention	06/25/1999	3,000
IOWA PUBLIC TELEVISION	ROBBINS	CYNDY	Exceptional Job Performance	04/02/1999	3,000
INFORMATION TECHNOLOGY SERVICE	SINGU	BHUPESHKAR	Recruitment/Retention	06/08/2001	3,000
HUMAN RIGHTS, DEPT. OF	TAYLOR	CHRISTINE	Recruitment	11/08/2002	3,000
HUMAN SERVICES, DEPT. OF	HULBERT	MARY	Exceptional Job Performance	03/19/1999	2,961
IDOP-RETIREMENT	MARVIN	ROBERT	Recruitment/Retention	09/29/2000	2,952
PUBLIC DEFENSE, DEPT. OF	GILSON	ALLEN	Exceptional Job Performance	11/23/2001	2,947
PUBLIC DEFENSE, DEPT. OF	JONES	CARSJEN	Exceptional Job Performance	11/23/2001	2,939
CONSUMER ADVOCATE	GOODRICH-FIN	KAREN	Recruitment/Retention	10/12/2001	2,900
IDOP-RETIREMENT	STUCHEL	SUZAN	Recruitment/Retention	01/07/2000	2,850
PERSONNEL, DEPARTMENT OF	ANDERSON	VICKIE	Exceptional Job Performance	03/02/2001	2,836
PERSONNEL, DEPARTMENT OF	HALLOCK	SUSAN	Exceptional Job Performance	03/02/2001	2,836
ECONOMIC DEVELOPMENT, DEPT OF	LOWERY	DONNA	Exceptional Job Performance	09/29/2000	2,836
PERSONNEL, DEPARTMENT OF	PREY	MICHAEL	Exceptional Job Performance	03/02/2001	2,836
HUMAN SERVICES, DEPT. OF	NESSET	C	Exceptional Job Performance	03/30/2001	2,836
MANAGEMENT, DEPT. OF	ALBERS	MICHAEL	Exceptional Job Performance	04/16/1999	2,823
PUBLIC DEF. - EMER. MGMT. DIV.	TRAVIS	WADE	Exceptional Job Performance	05/14/1999	2,816
FINANCE AUTHORITY	ERICSON	MARY	Exceptional Job Performance	05/28/1999	2,799
VOCATIONAL REHABILITATION	TEKOLSTE	LARRY	Exceptional Job Performance	12/10/1999	2,753
REVENUE AND FINANCE, DEPT. OF	RITCHIE	DAVID	Exceptional Job Performance	04/30/1999	2,750
HUMAN SERVICES, DEPT. OF	SWENSON	LINDA	Recruitment/Retention	09/15/2000	2,750
EDUCATION, DEPT. OF	ALVORD	DAVID	Exceptional Job Performance	04/14/2000	2,745
EDUCATION, DEPT. OF	MCCLANAHAN	COLEEN	Exceptional Job Performance	04/14/2000	2,745
CONSUMER ADVOCATE	GOODRICH-FIN	KAREN	Recruitment/Retention	09/01/2000	2,700
EDUCATION, DEPT. OF	MCGREEVY	JEANETTE	Exceptional Job Performance	06/11/1999	2,673
HUMAN RIGHTS, DEPT. OF	MOLL	JOAN	Exceptional Job Performance	12/25/1998	2,673
PUBLIC DEFENSE, DEPT. OF	RINELL	ROLAND	Exceptional Job Performance	11/23/2001	2,604
[illegible]SONNEL, DEPARTMENT OF	HOLLAND	EDWARD	Exceptional Job Performance	03/02/2001	2,559
[illegible]-RETIREMENT	SHARP	ROBERT	Recruitment/Retention	02/18/2000	2,550
PUBLIC DEFENSE, DEPT. OF	BURGHORN	JOHN	Exceptional Job Performance	11/23/2001	2,549
GENERAL SERVICES, DEPT. OF	STERK	JULIE	Exceptional Job Performance	11/12/1999	2,505
PUBLIC DEF. - EMER. MGMT. DIV.	ZIMMERMAN	STEVEN	Exceptional Job Performance	02/04/2000	2,505
PUBLIC DEF. - EMER. MGMT. DIV.	GILBERT	CONNIE	Exceptional Job Performance	02/04/2000	2,505
CONSUMER ADVOCATE	GOODRICH-FIN	KAREN	Recruitment/Retention	07/09/1999	2,500
CREDIT UNION DIVISION	MOWRY	ANN	Exceptional Job Performance	07/23/1999	2,500
LOTTERY DIVISION	NEUBAUER	MARY	Recruitment/Retention	01/04/2002	2,500
CORR. - INDUSTRIES	BENEDICT	CATHY	Exceptional Job Performance	09/01/2000	2,500
REVENUE AND FINANCE, DEPT. OF	HUGEN	LINDA	Exceptional Job Performance	06/11/1999	2,500
INSURANCE DIVISION	MEAD	ROSANNE	Exceptional Job Performance	05/26/2000	2,500
CORR. - INDUSTRIES	MUNOZ	EDITH	Exceptional Job Performance	09/01/2000	2,500
CORR. - INDUSTRIES	STELZER	THOMAS	Exceptional Job Performance	09/01/2000	2,500
IOWA COMMUNICATIONS NETWORK	DAVIS	CHAD	Exceptional Job Performance	04/30/1999	2,500
ELDER AFFAIRS, DEPT. OF	BAKER	ROCHELLE	Retention	11/22/2002	2,500
PUBLIC HEALTH, DEPT. OF	GLOOR	EILEEN	Recruitment	10/11/2002	2,500
COLLEGE AID COMMISSION	MESSER	ADAM	Recruitment/Retention	06/22/2001	2,500
INFORMATION TECHNOLOGY SERVICE	PRINGLE	JOSEPH	Recruitment/Retention	09/29/2000	2,500
IOWA WORKFORCEMENT DEVELOPMENT	TAYLOR	KELLY	Exceptional Job Performance	07/23/1999	2,500
PUBLIC HEALTH, DEPT. OF	BEAMAN	JANET	Exceptional Job Performance	07/06/2001	2,479
FINANCE AUTHORITY	NOLAND	JULIE	Exceptional Job Performance	11/12/1999	2,455
PUBLIC DEFENSE, DEPT. OF	RANSOM	STEPHEN	Exceptional Job Performance	11/23/2001	2,439
BANKING DIVISION	SAUNDERS	SCOTT	Recruitment/Retention	07/06/2001	2,433
BANKING DIVISION	SIMONSON	STERLING	Recruitment/Retention	07/06/2001	2,433
ECONOMIC DEVELOPMENT, DEPT OF	BEALS	CALI	Exceptional Job Performance	05/14/1999	2,432
[illegible]A COMMUNICATIONS NETWORK	GOERDT	CHRIS	Exceptional Job Performance	03/17/2000	2,425
[illegible]IC HEALTH, DEPT. OF	OVERSON	JEFFREY	Recruitment/Retention	07/21/2000	2,425
IDOP-RETIREMENT	GUFFEY	LINDA	Retention	09/27/2002	2,400

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Agency	Last Name	First Name	Type of Bonus	Eff. Date	Amount
REVENUE AND FINANCE, DEPT. OF	HAHN	MICHAEL	Exceptional Job Performance	04/30/1999	2,[illegible]
IDOP-RETIREMENT	YOUNG	CHRISTINE	Retention	09/27/2002	2,[illegible]
INFORMATION TECHNOLOGY SERVICE	TRITCH	LORRIE	Exceptional Job Performance	06/11/1999	2,400
NATURAL RESOURCES	MYROM	JEFFREY	Recruitment/Retention	02/15/2002	2,400
IOWA WORKFORCEMENT DEVELOPMENT	RAMIREZ	VICKI	Exceptional Job Performance	11/26/1999	2,392
PUBLIC HEALTH, DEPT. OF	JONGEWAARD	JOSEPH	Exceptional Job Performance	09/29/2000	2,387
FINANCE AUTHORITY	NOLAND	JULIE	Exceptional Job Performance	04/16/1999	2,383
FINANCE AUTHORITY	MACE	JANICE	Exceptional Job Performance	11/12/1999	2,379
PUBLIC DEFENSE, DEPT. OF	BENBERG	GREGORY	Recruitment/Retention	01/18/2002	2,366
PROFESSIONAL LICENSING & REG.	GRIFFEL	SUSAN	Exceptional Job Performance	12/25/1998	2,360
PERSONNEL, DEPARTMENT OF	GUYER	TIM	Exceptional Job Performance	03/02/2001	2,329
HUMAN SERVICES, DEPT. OF	CLAUSEN	JANA	Exceptional Job Performance	06/11/1999	2,300
PUBLIC HEALTH, DEPT. OF	JESSEN	LLOYD	Exceptional Job Performance	10/27/2000	2,300
CORRECTIONS-CENTRAL OFFICE	SIGNOR	PATRICIA	Recruitment/Retention	10/11/2002	2,298
PERSONNEL, DEPARTMENT OF	VELLINGA	BRENT	Recruitment/Retention	04/14/2000	2,250
PERSONNEL, DEPARTMENT OF	COOK	TIMOTHY	Exceptional Job Performance	03/02/2001	2,233
FINANCE AUTHORITY	MURPHY	SHARON	Exceptional Job Performance	11/12/1999	2,200
EDUCATION, DEPT. OF	SCHROEDER	SALLY	Exceptional Job Performance	11/26/1999	2,182
UTILITIES DIVISION	SMITH JR	WILLIAM	Exceptional Job Performance	12/08/2000	2,162
FINANCE AUTHORITY	ABBOTT	LAURA	Exceptional Job Performance	11/12/1999	2,159
FINANCE AUTHORITY	DIPPEL	CONNIE	Exceptional Job Performance	12/24/1999	2,126
PUBLIC DEF. - EMER. MGMT. DIV.	LEE	DANIEL	Exceptional Job Performance	06/08/2001	2,108
PERSONNEL, DEPARTMENT OF	SHAW	JOSHUA	Recruitment/Retention	05/12/2000	2,100
REVENUE AND FINANCE, DEPT. OF	HAMILTON	BETTY	Exceptional Job Performance	06/11/1999	2,100
HUMAN SERVICES, DEPT. OF	LOCK	RONDA	Recruitment/Retention	03/19/1999	2,100
PUBLIC HEALTH, DEPT. OF	HOLLINGSWORT	JENNIFER	Recruitment/Retention	07/21/2000	2,050
HUMAN SERVICES, DEPT. OF	WIGNALL	CATHERINE	Recruitment/Retention	08/04/2000	2,017
GENERAL SERVICES, DEPT. OF	TOUGH	REBECCA	Recruitment/Retention	07/20/2001	2,007
HUMAN SERVICES, DEPT. OF	JOHNSON	ANN	Exceptional Job Performance	04/30/1999	2,002
CORR. - MITCHELLVILLE	HAACK	LINDA	Exceptional Job Performance	03/16/2001	2,[illegible]
CORR. - MITCHELLVILLE	HAACK	LINDA	Exceptional Job Performance	04/13/2001	2,[illegible]
CREDIT UNION DIVISION	REES	REBECCA	Exceptional Job Performance	07/06/2001	2,000
GOVERNOR'S OFFICE, IOWA	CULBERTSON	MOLLY	Exceptional Job Performance	11/24/2000	2,000
PERSONNEL, DEPARTMENT OF	HOLLAND	EDWARD	Recruitment/Retention	02/15/2002	2,000
TREASURER OF STATE	MARTIN	F PATRICK	Exceptional Job Performance	05/28/1999	2,000
TREASURER OF STATE	MCLAUGHLIN-T	RANDI	Exceptional Job Performance	05/28/1999	2,000
PERSONNEL, DEPARTMENT OF	MOHNING	RUTH	Exceptional Job Performance	06/25/1999	2,000
COLLEGE AID COMMISSION	MOLENBURG	JULIE	Recruitment/Retention	03/16/2001	2,000
CULTURAL AFFAIRS, DEPT OF	OHLERKING	PATTIE	Exceptional Job Performance	05/12/2000	2,000
GENERAL SERVICES, DEPT. OF	SAMPSON	GARY	Recruitment/Retention	12/08/2000	2,000
SECRETARY OF STATE	DAVIS	HARRY	Exceptional Job Performance	06/11/1999	2,000
SECRETARY OF STATE	DAVIS	HARRY	Exceptional Job Performance	05/12/2000	2,000
TREASURER OF STATE	DEVIN	STEFANIE	Exceptional Job Performance	05/28/1999	2,000
CORR. - INDUSTRIES	FAIRFAX	ROBERT	Exceptional Job Performance	09/01/2000	2,000
COLLEGE AID COMMISSION	LEEPER	JULIE	Recruitment/Retention	03/16/2001	2,000
COLLEGE AID COMMISSION	MATHER	CHERYL	Recruitment/Retention	03/16/2001	2,000
IOWA COMMUNICATIONS NETWORK	RODRIQUEZ	STEPHEN	Exceptional Job Performance	04/14/2000	2,000
GOVERNOR'S SUBST.ABUSE COORD.	WOOLERY	DALE	Exceptional Job Performance	12/22/2000	2,000
IOWA COMMUNICATIONS NETWORK	DAVIS	CHAD	Exceptional Job Performance	12/08/2000	2,000
IOWA COMMUNICATIONS NETWORK	WILLIAMS	GARY	Exceptional Job Performance	12/08/2000	2,000
IOWA COMMUNICATIONS NETWORK	DOWNEY	PATRICIA	Exceptional Job Performance	06/09/2000	2,000
PUBLIC DEFENSE, DEPT. OF	BERGLUND	THERESA	Retention	10/25/2002	2,000
NATURAL RESOURCES	FOSTER	TAMMRA	Recruitment/Retention	01/05/2001	2,000
HUMAN RIGHTS, DEPT. OF	HOOVER	ROSEMARY	Recruitment/Retention	10/13/2000	2,000
REVENUE AND FINANCE, DEPT. OF	KIBIRI	SAMUEL	Recruitment/Retention	07/21/2000	2,000
INFORMATION TECHNOLOGY SERVICE	OGDEN	WILLIAM	Recruitment/Retention	03/03/2000	2,[illegible]
IOWA COMMUNICATIONS NETWORK	OGG	CHERICE	Exceptional Job Performance	06/09/2000	2,[illegible]
PUBLIC DEF. - EMER. MGMT. DIV.	PARKER	LUCINDA	Exceptional Job Performance	06/09/2000	2,000

Attachment 2

Bonuses Over $2000 Paid to Employees on Centralized Payroll for the Pay Periods 12/25/1998 through 11/22/2002

Agency	Last Name	First Name	Type of Bonus	Eff. Date	Amount
WA WORKFORCEMENT DEVELOPMENT	RIPPERGER	TERESA	Exceptional Job Performance	05/14/1999	2,000
TURAL RESOURCES	ENSMINGER	CHRIS	Recruitment	07/05/2002	2,000
NATURAL RESOURCES	FLICKINGER	ARON	Recruitment/Retention	11/23/2001	2,000

Attachment 3

Bonuses Over $2000 Paid to Employees on Centralized Payroll for the Pay Periods 12/25/1998 through 11/22/2002

Agency	Last Name	First Name	Type of Bonus	Eff. Date	Amount
[illegible]RICULTURE & LAND STEWARDSHIP	HUMRICH	SHAUNA	Recruitment/Retention	05/28/1999	3,047
[illegible]NKING DIVISION	HUANG	XUANNING	Exceptional Job Performance	09/03/1999	5,137
BANKING DIVISION	BERGMANN	TRACY	Recruitment/Retention	07/06/2001	4,451
BANKING DIVISION	KOENIG	JILL	Recruitment/Retention	07/06/2001	4,451
BANKING DIVISION	SAUNDERS	SCOTT	Recruitment/Retention	07/06/2001	2,433
BANKING DIVISION	SIMONSON	STERLING	Recruitment/Retention	07/06/2001	2,433
BLIND, DEPARTMENT OF	DAVIS	LISA	Recruitment/Retention	08/06/1999	6,040
COLLEGE AID COMMISSION	FITZGIBBON	TIMOTHY	Recruitment/Retention	03/16/2001	3,500
COLLEGE AID COMMISSION	FITZGIBBON	TIMOTHY	Retention	08/16/2002	3,500
COLLEGE AID COMMISSION	MESSER	ADAM	Recruitment/Retention	06/22/2001	2,500
COLLEGE AID COMMISSION	MOLENBURG	JULIE	Recruitment/Retention	03/16/2001	2,000
COLLEGE AID COMMISSION	LEEPER	JULIE	Recruitment/Retention	03/16/2001	2,000
COLLEGE AID COMMISSION	MATHER	CHERYL	Recruitment/Retention	03/16/2001	2,000
CONSUMER ADVOCATE	GOODRICH-FIN	KAREN	Recruitment/Retention	10/12/2001	2,900
CONSUMER ADVOCATE	GOODRICH-FIN	KAREN	Recruitment/Retention	09/01/2000	2,700
CONSUMER ADVOCATE	GOODRICH-FIN	KAREN	Recruitment/Retention	07/09/1999	2,500
CORR. - ANAMOSA	FAYRAM	JOHN	Exceptional Job Performance	04/28/2000	5,000
CORR. - INDUSTRIES	BENEDICT	CATHY	Exceptional Job Performance	09/01/2000	2,500
CORR. - INDUSTRIES	MUNOZ	EDITH	Exceptional Job Performance	09/01/2000	2,500
CORR. - INDUSTRIES	STELZER	THOMAS	Exceptional Job Performance	09/01/2000	2,500
CORR. - INDUSTRIES	FAIRFAX	ROBERT	Exceptional Job Performance	09/01/2000	2,000
CORR. - MITCHELLVILLE	HAACK	LINDA	Exceptional Job Performance	03/16/2001	2,000
CORR. - MITCHELLVILLE	HAACK	LINDA	Exceptional Job Performance	04/13/2001	2,000
CORR. - OAKDALE	DEOL	HARBANS	Retention	10/25/2002	15,000
CORRECTIONS-CENTRAL OFFICE	BRANDT	LOWELL	Exceptional Job Performance	04/28/2000	5,000
CORRECTIONS-CENTRAL OFFICE	TASSONE	TONI	Exceptional Job Performance	08/18/2000	3,500
CORRECTIONS-CENTRAL OFFICE	SIGNOR	PATRICIA	Recruitment/Retention	10/11/2002	2,298
CREDIT UNION DIVISION	WHITLOW	MELANIE	Exceptional Job Performance	07/06/2001	3,200
CREDIT UNION DIVISION	MULCAHY	ANN	Exceptional Job Performance	07/06/2001	3,200
[illegible]DIT UNION DIVISION	MOWRY	ANN	Exceptional Job Performance	07/23/1999	2,500
[illegible]DIT UNION DIVISION	REES	REBECCA	Exceptional Job Performance	07/06/2001	2,000
CULTURAL AFFAIRS, DEPT OF	OHLERKING	PATTIE	Exceptional Job Performance	05/12/2000	2,000
ECONOMIC DEVELOPMENT, DEPT OF	GRAU	THOMAS	Recruitment/Retention	02/16/2001	5,000
ECONOMIC DEVELOPMENT, DEPT OF	RATEKIN	JACK	Recruitment/Retention	12/22/2000	5,000
ECONOMIC DEVELOPMENT, DEPT OF	SWESEY	MICHAEL	Recruitment/Retention	05/28/1999	5,000
ECONOMIC DEVELOPMENT, DEPT OF	PEDERSEN	NANCY	Recruitment/Retention	01/05/2001	5,000
ECONOMIC DEVELOPMENT, DEPT OF	VARGASON	JEFFREY	Recruitment/Retention	11/24/2000	4,450
ECONOMIC DEVELOPMENT, DEPT OF	GAMBLE	JOYCE	Exceptional Job Performance	08/06/1999	3,507
ECONOMIC DEVELOPMENT, DEPT OF	LOWERY	DONNA	Exceptional Job Performance	09/29/2000	2,836
ECONOMIC DEVELOPMENT, DEPT OF	BEALS	CALI	Exceptional Job Performance	05/14/1999	2,432
EDUCATION, DEPT. OF	WILLS	ROBERT	Recruitment/Retention	12/25/1998	7,080
EDUCATION, DEPT. OF	WINANS	DAVID	Recruitment/Retention	10/12/2001	5,070
EDUCATION, DEPT. OF	DEHART	JOSEPH	Recruitment/Retention	07/06/2001	3,000
EDUCATION, DEPT. OF	ALVORD	DAVID	Exceptional Job Performance	04/14/2000	2,745
EDUCATION, DEPT. OF	MCCLANAHAN	COLEEN	Exceptional Job Performance	04/14/2000	2,745
EDUCATION, DEPT. OF	MCGREEVY	JEANETTE	Exceptional Job Performance	06/11/1999	2,673
EDUCATION, DEPT. OF	SCHROEDER	SALLY	Exceptional Job Performance	11/26/1999	2,182
ELDER AFFAIRS, DEPT. OF	POPE	CARLA	Recruitment/Retention	02/16/2001	5,000
ELDER AFFAIRS, DEPT. OF	YORDI	JEANNE	Retention	10/25/2002	4,500
ELDER AFFAIRS, DEPT. OF	YORDI	JEANNE	Recruitment/Retention	03/16/2001	4,000
ELDER AFFAIRS, DEPT. OF	BATZ	JEFFREY	Retention	11/22/2002	3,000
ELDER AFFAIRS, DEPT. OF	BAKER	ROCHELLE	Retention	11/22/2002	2,500
FINANCE AUTHORITY	WHITEHEAD	CAROLE	Exceptional Job Performance	11/12/1999	4,000
FINANCE AUTHORITY	ERICSON	MARY	Exceptional Job Performance	05/28/1999	2,799
FINANCE AUTHORITY	NOLAND	JULIE	Exceptional Job Performance	11/12/1999	2,455
[illegible]NCE AUTHORITY	NOLAND	JULIE	Exceptional Job Performance	04/16/1999	2,383
[illegible]NCE AUTHORITY	MACE	JANICE	Exceptional Job Performance	11/12/1999	2,379
FINANCE AUTHORITY	MURPHY	SHARON	Exceptional Job Performance	11/12/1999	2,200

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Bonuses Over $2000 Paid to Employees on Centralized Payroll for the Pay Periods 12/25/1998 through 11/22/2002

Agency	Last Name	First Name	Type of Bonus	Eff. Date	Amount
FINANCE AUTHORITY	ABBOTT	LAURA	Exceptional Job Performance	11/12/1999	2,[illegible]
FINANCE AUTHORITY	DIPPEL	CONNIE	Exceptional Job Performance	12/24/1999	2,[illegible]
GENERAL SERVICES, DEPT. OF	BENDON	BARBARA	Exceptional Job Performance	01/07/2000	4,000
GENERAL SERVICES, DEPT. OF	GARTNER	WILLIAM	Recruitment/Retention	09/29/2000	4,000
GENERAL SERVICES, DEPT. OF	HARMEYER	PATRICIA	Exceptional Job Performance	06/11/1999	4,000
GENERAL SERVICES, DEPT. OF	DAUGHERTY	GEORGE	Recruitment/Retention	01/08/1999	3,500
GENERAL SERVICES, DEPT. OF	DAUGHERTY	GEORGE	Recruitment/Retention	03/03/2000	3,500
GENERAL SERVICES, DEPT. OF	STERK	JULIE	Exceptional Job Performance	11/12/1999	2,505
GENERAL SERVICES, DEPT. OF	TOUGH	REBECCA	Recruitment/Retention	07/20/2001	2,007
GENERAL SERVICES, DEPT. OF	SAMPSON	GARY	Recruitment/Retention	12/08/2000	2,000
GOVERNOR'S OFFICE, IOWA	CULBERTSON	MOLLY	Recruitment/Retention	10/01/1999	5,000
GOVERNOR'S OFFICE, IOWA	CHUGH	MADHU	Exceptional Job Performance	09/03/1999	3,542
GOVERNOR'S OFFICE, IOWA	CULBERTSON	MOLLY	Exceptional Job Performance	11/24/2000	2,000
GOVERNOR'S SUBST.ABUSE COORD.	WOOLERY	DALE	Exceptional Job Performance	12/22/2000	2,000
HUMAN RIGHTS, DEPT. OF	TAYLOR	CHRISTINE	Recruitment	11/08/2002	3,000
HUMAN RIGHTS, DEPT. OF	MOLL	JOAN	Exceptional Job Performance	12/25/1998	2,673
HUMAN RIGHTS, DEPT. OF	HOOVER	ROSEMARY	Recruitment/Retention	10/13/2000	2,000
HUMAN SERVICES, DEPT. OF	MIKKILINENI	PRASAD	Recruitment/Retention	05/10/2002	18,368
HUMAN SERVICES, DEPT. OF	MIKKILINENI	DEVI	Recruitment/Retention	05/10/2002	18,368
HUMAN SERVICES, DEPT. OF	FINNEGAN-MCD	MARY	Recruitment/Retention	12/25/1998	7,500
HUMAN SERVICES, DEPT. OF	GARDNER	JIMMY	Recruitment/Retention	04/12/2002	7,063
HUMAN SERVICES, DEPT. OF	GARDNER	JIMMY	Recruitment/Retention	04/26/2002	7,063
HUMAN SERVICES, DEPT. OF	CARR	DEBRA	Recruitment/Retention	05/28/1999	6,000
HUMAN SERVICES, DEPT. OF	WILKEN	JOHN	Exceptional Job Performance	03/30/2001	5,672
HUMAN SERVICES, DEPT. OF	WALTON	KATHRYN	Recruitment/Retention	01/19/2001	5,543
HUMAN SERVICES, DEPT. OF	LOVEN	MARY	Recruitment/Retention	06/22/2001	5,430
HUMAN SERVICES, DEPT. OF	SHANNON	RICHARD	Exceptional Job Performance	08/04/2000	3,798
HUMAN SERVICES, DEPT. OF	GARDNER	JIMMY	Retention	11/08/2002	3,664
HUMAN SERVICES, DEPT. OF	HULBERT	MARY	Exceptional Job Performance	03/19/1999	2,961
HUMAN SERVICES, DEPT. OF	NESSET	C	Exceptional Job Performance	03/30/2001	2,[illegible]
HUMAN SERVICES, DEPT. OF	SWENSON	LINDA	Recruitment/Retention	09/15/2000	2,[illegible]
HUMAN SERVICES, DEPT. OF	CLAUSEN	JANA	Exceptional Job Performance	06/11/1999	2,300
HUMAN SERVICES, DEPT. OF	LOCK	RONDA	Recruitment/Retention	03/19/1999	2,100
HUMAN SERVICES, DEPT. OF	WIGNALL	CATHERINE	Recruitment/Retention	08/04/2000	2,017
HUMAN SERVICES, DEPT. OF	JOHNSON	ANN	Exceptional Job Performance	04/30/1999	2,002
IDOP-RETIREMENT	SCHWARTZ	LEON	Recruitment/Retention	06/09/2000	7,300
IDOP-RETIREMENT	LOVELL	KELLY	Recruitment/Retention	01/07/2000	4,000
IDOP-RETIREMENT	HYATT, JR.	ROGER	Recruitment/Retention	11/12/1999	3,000
IDOP-RETIREMENT	REINHARDT	PATRICK	Recruitment/Retention	09/15/2000	3,000
IDOP-RETIREMENT	RICE	THOMAS	Recruitment/Retention	10/13/2000	3,000
IDOP-RETIREMENT	SCHOLTEN	KEITH	Recruitment/Retention	09/15/2000	3,000
IDOP-RETIREMENT	MARVIN	ROBERT	Recruitment/Retention	09/29/2000	2,952
IDOP-RETIREMENT	STUCHEL	SUZAN	Recruitment/Retention	01/07/2000	2,850
IDOP-RETIREMENT	SHARP	ROBERT	Recruitment/Retention	02/18/2000	2,550
IDOP-RETIREMENT	GUFFEY	LINDA	Retention	09/27/2002	2,400
IDOP-RETIREMENT	YOUNG	CHRISTINE	Retention	09/27/2002	2,400
INFORMATION TECHNOLOGY SERVICE	BEHRENS	MATTHEW	Recruitment/Retention	04/14/2000	6,000
INFORMATION TECHNOLOGY SERVICE	RECTOR	TODD	Recruitment/Retention	04/27/2001	6,000
INFORMATION TECHNOLOGY SERVICE	OLEARY	DEBORAH	Recruitment/Retention	03/02/2001	5,017
INFORMATION TECHNOLOGY SERVICE	PETERS, JR	KENNETH	Recruitment/Retention	04/02/1999	5,000
INFORMATION TECHNOLOGY SERVICE	CLEMENSON	RANDALL	Recruitment/Retention	07/20/2001	4,000
INFORMATION TECHNOLOGY SERVICE	SINGU	BHUPESHKAR	Recruitment/Retention	06/08/2001	3,000
INFORMATION TECHNOLOGY SERVICE	PRINGLE	JOSEPH	Recruitment/Retention	09/29/2000	2,500
INFORMATION TECHNOLOGY SERVICE	TRITCH	LORRIE	Exceptional Job Performance	06/11/1999	2,400
INFORMATION TECHNOLOGY SERVICE	OGDEN	WILLIAM	Recruitment/Retention	03/03/2000	2,000
INSURANCE DIVISION	KINNEY	SCOTT	Recruitment/Retention	01/07/2000	10,[illegible]
INSURANCE DIVISION	ARMSTRONG	JAMES	Recruitment/Retention	01/22/1999	6,[illegible]
INSURANCE DIVISION	CROSS	KIMBERLEE	Exceptional Job Performance	11/10/2000	6,000

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Bonuses Over $2000 Paid to Employees on Centralized Payroll for the Pay Periods 12/25/1998 through 11/22/2002

Agency	Last Name	First Name	Type of Bonus	Eff. Date	Amount
URANCE DIVISION	GARLAND	RITA	Recruitment/Retention	01/22/1999	6,000
URANCE DIVISION	HARDER	ALAN	Recruitment/Retention	01/22/1999	6,000
INSURANCE DIVISION	BAKER	NORLYN	Recruitment/Retention	01/22/1999	5,000
INSURANCE DIVISION	CROSS	KIMBERLEE	Recruitment/Retention	01/22/1999	5,000
INSURANCE DIVISION	VOSS	SUSAN	Exceptional Job Performance	05/26/2000	3,500
INSURANCE DIVISION	MEAD	ROSANNE	Exceptional Job Performance	05/26/2000	2,500
IOWA COMMUNICATIONS NETWORK	BARSKE	JEFFREY	Recruitment/Retention	10/27/2000	10,000
IOWA COMMUNICATIONS NETWORK	SHIPLEY	JANET	Recruitment/Retention	10/27/2000	10,000
IOWA COMMUNICATIONS NETWORK	FUJINAKA	TAMARA	Exceptional Job Performance	02/18/2000	5,000
IOWA COMMUNICATIONS NETWORK	BOWMAN	HAROLD	Exceptional Job Performance	02/18/2000	5,000
IOWA COMMUNICATIONS NETWORK	PARKER	EDWARD	Recruitment/Retention	05/11/2001	5,000
IOWA COMMUNICATIONS NETWORK	FUJINAKA	TAMARA	Exceptional Job Performance	06/09/2000	4,000
IOWA COMMUNICATIONS NETWORK	BOWMAN	HAROLD	Exceptional Job Performance	06/09/2000	4,000
IOWA COMMUNICATIONS NETWORK	WILCOX	DIANE	Recruitment/Retention	01/07/2000	3,000
IOWA COMMUNICATIONS NETWORK	WILCOX	DIANE	Recruitment/Retention	12/08/2000	3,000
IOWA COMMUNICATIONS NETWORK	WILCOX	DIANE	Recruitment/Retention	12/22/2000	3,000
IOWA COMMUNICATIONS NETWORK	FRENCH	PAUL	Recruitment/Retention	06/23/2000	3,000
IOWA COMMUNICATIONS NETWORK	FRENCH	PAUL	Recruitment/Retention	01/19/2001	3,000
IOWA COMMUNICATIONS NETWORK	OGG	CHERICE	Recruitment/Retention	06/25/1999	3,000
IOWA COMMUNICATIONS NETWORK	DAVIS	CHAD	Exceptional Job Performance	04/30/1999	2,500
IOWA COMMUNICATIONS NETWORK	GOERDT	CHRIS	Exceptional Job Performance	03/17/2000	2,425
IOWA COMMUNICATIONS NETWORK	RODRIQUEZ	STEPHEN	Exceptional Job Performance	04/14/2000	2,000
IOWA COMMUNICATIONS NETWORK	DAVIS	CHAD	Exceptional Job Performance	12/08/2000	2,000
IOWA COMMUNICATIONS NETWORK	WILLIAMS	GARY	Exceptional Job Performance	12/08/2000	2,000
IOWA COMMUNICATIONS NETWORK	DOWNEY	PATRICIA	Exceptional Job Performance	06/09/2000	2,000
IOWA COMMUNICATIONS NETWORK	OGG	CHERICE	Exceptional Job Performance	06/09/2000	2,000
IOWA PUBLIC TELEVISION	HAYES	WILLIAM	Recruitment/Retention	04/30/1999	5,000
IOWA PUBLIC TELEVISION	ROBBINS	CYNDY	Exceptional Job Performance	04/02/1999	3,000
IOWA WORKFORCEMENT DEVELOPMENT	BARGMAN III	JOHN	Exceptional Job Performance	12/25/1998	4,956
A WORKFORCEMENT DEVELOPMENT	FORTUNE	DAWN	Recruitment/Retention	02/05/1999	3,000
A WORKFORCEMENT DEVELOPMENT	TAYLOR	KELLY	Exceptional Job Performance	07/23/1999	2,500
IOWA WORKFORCEMENT DEVELOPMENT	RAMIREZ	VICKI	Exceptional Job Performance	11/26/1999	2,392
IOWA WORKFORCEMENT DEVELOPMENT	RIPPERGER	TERESA	Exceptional Job Performance	05/14/1999	2,000
JUSTICE, DEPARTMENT OF	NELSON	ELIZABETH	Exceptional Job Performance	04/14/2000	7,292
JUSTICE, DEPARTMENT OF	BROWN	SCOTT	Exceptional Job Performance	04/16/1999	4,000
JUSTICE, DEPARTMENT OF	WHITE	CATHLEEN	Recruitment/Retention	06/09/2000	3,000
LOTTERY DIVISION	HERVEY	LYLE	Recruitment/Retention	12/24/1999	5,600
LOTTERY DIVISION	NEUBAUER	MARY	Recruitment/Retention	01/04/2002	2,500
MANAGEMENT, DEPT. OF	CHRISINGER	JAMES	Exceptional Job Performance	02/04/2000	5,000
MANAGEMENT, DEPT. OF	LETO	LINDA	Recruitment/Retention	06/22/2001	4,061
MANAGEMENT, DEPT. OF	CHRISINGER	JAMES	Exceptional Job Performance	06/09/2000	4,000
MANAGEMENT, DEPT. OF	CEASER	HUGH	Recruitment/Retention	06/22/2001	3,265
MANAGEMENT, DEPT. OF	ALBERS	MICHAEL	Exceptional Job Performance	04/16/1999	2,823
NATURAL RESOURCES	VONK	JEFFREY	Retention	11/22/2002	$ 34,000
NATURAL RESOURCES	MYROM	JEFFREY	Recruitment/Retention	02/15/2002	2,400
NATURAL RESOURCES	FOSTER	TAMMRA	Recruitment/Retention	01/05/2001	2,000
NATURAL RESOURCES	ENSMINGER	CHRIS	Recruitment	07/05/2002	2,000
NATURAL RESOURCES	FLICKINGER	ARON	Recruitment/Retention	11/23/2001	2,000
PAROLE BOARD	TWEDT	JAMES	Exceptional Job Performance	06/09/2000	5,000
PERSONNEL, DEPARTMENT OF	ANDERSON	MOLLIE	Recruitment/Retention	06/11/1999	13,529
PERSONNEL, DEPARTMENT OF	SULA	PIERRE	Recruitment/Retention	11/26/1999	3,150
PERSONNEL, DEPARTMENT OF	HOERR	SAMUEL	Recruitment/Retention	03/17/2000	3,125
PERSONNEL, DEPARTMENT OF	HOLLAND	EDWARD	Exceptional Job Performance	02/01/2002	3,000
PERSONNEL, DEPARTMENT OF	ANDERSON	VICKIE	Exceptional Job Performance	03/02/2001	2,836
PERSONNEL, DEPARTMENT OF	HALLOCK	SUSAN	Exceptional Job Performance	03/02/2001	2,836
SONNEL, DEPARTMENT OF	PREY	MICHAEL	Exceptional Job Performance	03/02/2001	2,836
SONNEL, DEPARTMENT OF	HOLLAND	EDWARD	Exceptional Job Performance	03/02/2001	2,559
PERSONNEL, DEPARTMENT OF	GUYER	TIM	Exceptional Job Performance	03/02/2001	2,329

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Bonuses Over $2000 Paid to Employees on Centralized Payroll for the Pay Periods 12/25/1998 through 11/22/2002

Agency	Last Name	First Name	Type of Bonus	Eff. Date	Amount
PERSONNEL, DEPARTMENT OF	VELLINGA	BRENT	Recruitment/Retention	04/14/2000	2,[illegible]
PERSONNEL, DEPARTMENT OF	COOK	TIMOTHY	Exceptional Job Performance	03/02/2001	2,[illegible]
PERSONNEL, DEPARTMENT OF	SHAW	JOSHUA	Recruitment/Retention	05/12/2000	2,100
PERSONNEL, DEPARTMENT OF	HOLLAND	EDWARD	Recruitment/Retention	02/15/2002	2,000
PERSONNEL, DEPARTMENT OF	MOHNING	RUTH	Exceptional Job Performance	06/25/1999	2,000
PROFESSIONAL LICENSING & REG.	GRIFFEL	SUSAN	Exceptional Job Performance	12/25/1998	2,360
PUBLIC DEF. - EMER. MGMT. DIV.	TRAVIS	WADE	Exceptional Job Performance	05/14/1999	2,816
PUBLIC DEF. - EMER. MGMT. DIV.	ZIMMERMAN	STEVEN	Exceptional Job Performance	02/04/2000	2,505
PUBLIC DEF. - EMER. MGMT. DIV.	GILBERT	CONNIE	Exceptional Job Performance	02/04/2000	2,505
PUBLIC DEF. - EMER. MGMT. DIV.	LEE	DANIEL	Exceptional Job Performance	06/08/2001	2,108
PUBLIC DEF. - EMER. MGMT. DIV.	PARKER	LUCINDA	Exceptional Job Performance	06/09/2000	2,000
PUBLIC DEFENSE, DEPT. OF	BRODERICK	MIKE	Recruitment/Retention	03/29/2002	8,280
PUBLIC DEFENSE, DEPT. OF	MADSEN	CURTIS	Exceptional Job Performance	11/23/2001	3,391
PUBLIC DEFENSE, DEPT. OF	ROGERS	DANIEL	Exceptional Job Performance	11/23/2001	3,244
PUBLIC DEFENSE, DEPT. OF	KUMBIER	DALE	Exceptional Job Performance	11/23/2001	3,208
PUBLIC DEFENSE, DEPT. OF	HULSE	CONNIE	Retention	08/16/2002	3,000
PUBLIC DEFENSE, DEPT. OF	GILSON	ALLEN	Exceptional Job Performance	11/23/2001	2,947
PUBLIC DEFENSE, DEPT. OF	JONES	CARSJEN	Exceptional Job Performance	11/23/2001	2,939
PUBLIC DEFENSE, DEPT. OF	RINELL	ROLAND	Exceptional Job Performance	11/23/2001	2,604
PUBLIC DEFENSE, DEPT. OF	BURGHORN	JOHN	Exceptional Job Performance	11/23/2001	2,549
PUBLIC DEFENSE, DEPT. OF	RANSOM	STEPHEN	Exceptional Job Performance	11/23/2001	2,439
PUBLIC DEFENSE, DEPT. OF	BENBERG	GREGORY	Recruitment/Retention	01/18/2002	2,366
PUBLIC DEFENSE, DEPT. OF	BERGLUND	THERESA	Retention	10/25/2002	2,000
PUBLIC HEALTH, DEPT. OF	GLEASON	STEPHEN	Recruitment/Retention	04/28/2000	17,000
PUBLIC HEALTH, DEPT. OF	GLEASON	STEPHEN	Recruitment/Retention	06/08/2001	17,000
PUBLIC HEALTH, DEPT. OF	GLEASON	STEPHEN	Retention	11/08/2002	17,000
PUBLIC HEALTH, DEPT. OF	QUIRK	STEPHEN	Recruitment/Retention	07/21/2000	10,000
PUBLIC HEALTH, DEPT. OF	GOODIN	JULIA	Recruitment/Retention	12/10/1999	10,000
PUBLIC HEALTH, DEPT. OF	ZWICK	JANET	Recruitment/Retention	08/16/2002	4,500
PUBLIC HEALTH, DEPT. OF	HOYEM	JEFF	Recruitment/Retention	06/25/1999	3[illegible]
PUBLIC HEALTH, DEPT. OF	MCNAUGHTON	JODY	Exceptional Job Performance	06/09/2000	3,[illegible]
PUBLIC HEALTH, DEPT. OF	GLOOR	EILEEN	Recruitment	10/11/2002	2,500
PUBLIC HEALTH, DEPT. OF	BEAMAN	JANET	Exceptional Job Performance	07/06/2001	2,479
PUBLIC HEALTH, DEPT. OF	OVERSON	JEFFREY	Recruitment/Retention	07/21/2000	2,425
PUBLIC HEALTH, DEPT. OF	JONGEWAARD	JOSEPH	Exceptional Job Performance	09/29/2000	2,387
PUBLIC HEALTH, DEPT. OF	JESSEN	LLOYD	Exceptional Job Performance	10/27/2000	2,300
PUBLIC HEALTH, DEPT. OF	HOLLINGSWORT	JENNIFER	Recruitment/Retention	07/21/2000	2,050
REVENUE AND FINANCE, DEPT. OF	MULLER	PAUL	Exceptional Job Performance	01/04/2002	5,000
REVENUE AND FINANCE, DEPT. OF	CARRINGTON	RONALD	Recruitment/Retention	10/15/1999	5,000
REVENUE AND FINANCE, DEPT. OF	CARRINGTON	RONALD	Recruitment/Retention	10/27/2000	5,000
REVENUE AND FINANCE, DEPT. OF	STRADLEY JR	RICHARD	Exceptional Job Performance	03/17/2000	3,646
REVENUE AND FINANCE, DEPT. OF	MACKIN	BONNIE	Exceptional Job Performance	06/11/1999	3,500
REVENUE AND FINANCE, DEPT. OF	LINDNER	STEPHEN	Exceptional Job Performance	04/30/1999	3,500
REVENUE AND FINANCE, DEPT. OF	MATTHEWS	MARY	Exceptional Job Performance	06/11/1999	3,500
REVENUE AND FINANCE, DEPT. OF	HOEVEN	CHARLES	Exceptional Job Performance	11/23/2001	3,391
REVENUE AND FINANCE, DEPT. OF	COOPER	WAYNE	Exceptional Job Performance	06/11/1999	3,100
REVENUE AND FINANCE, DEPT. OF	RITCHIE	DAVID	Exceptional Job Performance	04/30/1999	2,750
REVENUE AND FINANCE, DEPT. OF	HUGEN	LINDA	Exceptional Job Performance	06/11/1999	2,500
REVENUE AND FINANCE, DEPT. OF	HAHN	MICHAEL	Exceptional Job Performance	04/30/1999	2,400
REVENUE AND FINANCE, DEPT. OF	HAMILTON	BETTY	Exceptional Job Performance	06/11/1999	2,100
REVENUE AND FINANCE, DEPT. OF	KIBIRI	SAMUEL	Recruitment/Retention	07/21/2000	2,000
SECRETARY OF STATE	DAVIS	HARRY	Exceptional Job Performance	06/11/1999	2,000
SECRETARY OF STATE	DAVIS	HARRY	Exceptional Job Performance	05/12/2000	2,000
TREASURER OF STATE	MARTIN	F PATRICK	Exceptional Job Performance	05/28/1999	2,000
TREASURER OF STATE	MCLAUGHLIN-T	RANDI	Exceptional Job Performance	05/28/1999	2,000
TREASURER OF STATE	DEVIN	STEFANIE	Exceptional Job Performance	05/28/1999	2,[illegible]
UTILITIES DIVISION	STUMP	LISA	Exceptional Job Performance	06/09/2000	4,[illegible]
UTILITIES DIVISION	STUMP	LISA	Exceptional Job Performance	06/11/1999	4,456

Attachment 3

Bonuses Over $2000 Paid to Employees on Centralized Payroll for the Pay Periods 12/25/1998 through 11/22/2002

Agency	Last Name	First Name	Type of Bonus	Eff. Date	Amount
LITIES DIVISION	SMITH JR	WILLIAM	Exceptional Job Performance	12/08/2000	2,162
CATIONAL REHABILITATION	TEKOLSTE	LARRY	Exceptional Job Performance	12/10/1999	2,753

Bonuses Paid to Employees on Centralized Payroll for the Pay Periods 12/25/1998 through 11/22/2002

AGENCY	Amount	FTE	$ per FTE
AGRICULTURE & LAND STEWARDSHIP	$ 5,297	400.40	13
ALCOHOLIC BEVERAGES	1,435	24.29	59
AUDITOR OF STATE	74,625	109.11	684
BANKING DIVISION	19,770	66.74	296
BLIND, DEPARTMENT OF	10,413	98.23	106
CIVIL RIGHTS COMMISSION	10,959	34.89	314
COLLEGE AID COMMISSION	26,730	36.14	740
CONSUMER ADVOCATE	10,950	25.09	436
CORR. - ANAMOSA	5,000	362.59	14
CORR. - FARM ACCOUNT	1,000	5.05	198
CORR. - INDUSTRIES	37,750	83.21	454
CORR. - MITCHELLVILLE	5,760	198.21	29
CORR. - NEWTON	3,504	342.55	10
CORR. - OAKDALE	16,500	318.40	52
CORRECTIONS-CENTRAL OFFICE	10,798	34.10	317
CREDIT UNION DIVISION	12,100	15.05	804
CULTURAL AFFAIRS, DEPT OF	2,000	78.79	25
ECONOMIC DEVELOPMENT, DEPT OF	36,222	163.89	221
EDUCATION, DEPT. OF	28,710	137.95	208
ELDER AFFAIRS, DEPT. OF	22,475	31.08	723
FINANCE AUTHORITY	39,045	32.00	1,220
GEN. SERV - VEHICLE DISPATCHER	750	16.04	47
GENERAL SERVICES, DEPT. OF	26,976	172.93	156
GOVERNOR'S OFFICE, IOWA	12,542	27.42	457
GOVERNOR'S SUBST.ABUSE COORD.	6,750	12.82	527
HUMAN RIGHTS, DEPT. OF	7,673	53.37	144
HUMAN SERVICES, DEPT. OF	152,902	5,305.92	29
IDOP-RETIREMENT	44,235	84.66	523
INFORMATION TECHNOLOGY SERVICE	111,066	132.41	839
INSURANCE DIVISION	54,597	87.55	624
IOWA COMMUNICATIONS NETWORK	96,912	104.11	931
IOWA PUBLIC TELEVISION	10,750	129.78	83
IOWA WORKFORCEMENT DEVELOPMENT	23,787	643.92	37
JUSTICE, DEPARTMENT OF	20,949	239.92	87
LAW ENFORCEMENT ACADEMY	2,750	29.71	93
LOTTERY DIVISION	9,500	108.99	87
MANAGEMENT, DEPT. OF	26,926	29.22	921
NATURAL RESOURCES	47,370	988.08	48
PAROLE BOARD	6,178	13.63	453
PERSONNEL, DEPARTMENT OF	54,615	69.12	790
PROFESSIONAL LICENSING & REG.	4,898	8.90	550
PUBLIC DEF. - EMER. MGMT. DIV.	14,727	24.72	596
PUBLIC DEFENSE, DEPT. OF	141,564	278.16	509
PUBLIC HEALTH, DEPT. OF	102,694	379.82	270
PUBLIC SAFETY, DEPT. OF	1,000	920.50	1
RACING COMMISSION	500	49.26	10
REGENTS, BOARD OF	1,404	15.25	92
REVENUE AND FINANCE, DEPT. OF	57,208	422.39	135
SECRETARY OF STATE	9,575	35.66	269
TREASURER OF STATE	6,000	23.73	253
UTILITIES DIVISION	18,229	66.27	275
VETERANS AFFAIRS, COMM OF	99,011	811.78	122
VOCATIONAL REHABILITATION	7,553	392.49	19
Total	$ 1,562,634		

 Information provided by the Dept. of Revenue Finance