



Charter Agency Benefits and Flexibilities

This list details the areas in which the Departments of Management and Administrative Services will collaborate to assure that Charter Agencies reach their goals. The flexibilities listed here do not supesede the requirement of the Accountable Government Act.

The Department of Management (DOM) will assure that Charter Agencies:

1. May apply to receive grant funds from the \$3 million General Fund appropriation for Charter Agency innovation projects.
2. Retain 50 percent of unspent year-end General Fund appropriation (from agency operations) balance for five (5) years, beginning with fiscal year 2004.
3. Are exempt from across-the-board General Fund appropriation cuts for fiscal years 2004 and 2005.
4. Retain 80 percent of all new revenues generated, subject to statutory compliance.
5. Benefit from DOM support of fiscal year 2005 full salary adjustment funding.
6. May opt out of the Iowa Excellence Program.
7. May work with the Department of Administrative Services (DAS) and Public Strategies Group (PSG) to develop and implement pilot projects.
8. May receive support at no cost from PSG to achieve desired charter outcomes, as needs arise and resources permit.
9. Benefit from DOM support of legislative changes to further enhance Charter Agency ability to simplify administrative processes and generate revenue.
10. May actively market program-related goods and services to Iowans and seek alternate and innovative revenue sources.
11. May charge other governmental agencies for services, following DOM consultation with DAS that indicates the DAS lacks the capacity to provide the service.
12. Retain all existing information technology staff, hardware and software through fiscal year 2004.

Charter Agencies Benefits and Flexibilities

13. May propose increases in fees that are commensurate with and directly related to improving services to citizens.
14. May reduce copying and paperwork expenses via use of electronic signatures, record keeping, and transactions.
15. May award employee performance bonuses consistent with Charter Agency legislation.
16. Are exempted from appropriated full-time equivalent (FTE) limitations for a period of five (5) years, beginning with fiscal year 2004.

[DAS Human Resources Enterprise-related]

17. May convert PEO (Merit Resources) positions to state FTEs, consistent with collective bargaining agreements and Human Resource Enterprise (HRE) rules.
18. May change the status of "direct report" managerial positions to "at will" positions. Affected employees must agree to the change voluntarily in writing for the change to occur.
19. May increase overlap employment days.
20. May add interns to their workforces.
21. May award "exceptional job performance" pay to non-contract-covered employees.
22. May award "special-duty pay."
23. May create any position in any classification provided that duties are consistent with established classification and filled in compliance with collective bargaining agreements and HRE rules.
24. May award increased pay for increased credentials for non-contract employees and with approval of the labor union for contract-covered employees.
25. May utilize the employee performance evaluation system and process in force as of fiscal year 2003 until July 1, 2004.

[DAS General Services Enterprise/Information Technology Enterprise--related]

26. May purchase goods and services outside General Services Enterprise (GSE) contracts provided the charter agency can document the cost benefit. Charter agencies purchasing Information Technology Enterprise (ITE) services independently must document that the

Charter Agencies Benefits and Flexibilities

purchase complies with ITE enterprise technical standards. Charter agencies will periodically report on the nature and value of these goods and services to DAS. Charter agencies will pay the Iowa Code-required one (1) percent purchase fee.

27. May sell or lease capital assets and retain proceeds and may utilize the GSE as an agent in the sale of capital assets.
28. May make their travel arrangements directly with vendors, with appropriate audit-worthy documentation.
29. May pay a fiscal year 2005 vehicle administrative fee (overhead) that is at least 30 percent lower than the current fee.
30. May, with appropriate audit-worthy documentation, use sole source contracts.
31. May, through addendum, extend contracts beyond the current allowable renewal term.
32. Implement and enforce contract "liquidated damages" clauses.
33. Utilize streamlined contracting requirements for capital projects.
34. May work closely with GSE to implement design and construction work on capital projects.

[DAS State Accounting Enterprise-related]

35. Are required to initial only the "batch sheet" only as part of the pre-audit process.
36. Utilize a simplified procurement card "coding" system that does not require coding of purchases at the detailed expenditure (objective) level when the bill is paid.
37. Are no longer required to file travel claims when expenses are paid by an outside entity.
38. Are exempted from the requirement to submit pre-contract questionnaires for contracts valued at less than \$1,000.
39. Are exempted from the requirement to submit pre-contract questionnaires for corporate or governmental vendors, provided that information on the questionnaire is still obtained to meet audit requirements.