

REPORT OF THE SERVICE COMMITTEE

September 3, 1986 and September 16, 1986

The Service Committee met on September 3, 1986 and September 16, 1986 and makes the following report to the Legislative Council:

I. COMPARABLE WORTH REPORT

1. The Service Committee carefully reviewed the Comparable Worth Report submitted by the consultant from Arthur Young & Co., and the Comparable Worth Report submitted by the Comparable Worth Staff Committee.

The Service Committee accepted and reviewed written and oral comments in regard to the Comparable Worth Staff Committee Report from legislative employees before making a decision in regard to the reports.

The Committee recommends the adoption of the Comparable Worth Staff Committee Report.

2. In connection with its recommendation that the Legislative Council adopt the Comparable Worth Staff Committee Report, the Service Committee makes the following recommendations relating to its implementation:

a. That those employees who are placed by the Report in grades that are below the grades to which they are presently assigned and who are receiving annual salaries in excess of the maximum salaries for their newly-assigned pay grades, will continue to receive their current salaries without any increase until the maximum salaries in the grades to which they are assigned are increased above the annual salaries being received by the employees.

b. That in cases where job series have been established, the directors of the agencies will determine the specific position classifications into which the employees will be assigned based upon criteria to be developed by each agency for each position classification and the employee's performance in regard to those criteria, subject to review by the appropriate authority.

c. That the comparable worth pay plan be implemented on the same date for all legislative employees after adoption of the pay resolution by the Seventy-second General Assembly.

d. That the legislative employees assigned to higher grades under the comparable worth plan be assigned to their higher grades at one step less than the step they occupy in the lower grade, except for those employees on step 1.

e. That an ongoing Job Evaluation Committee be established to maintain internal equity within the personnel system of the Legislative Branch; to ensure that pay grades are determined with regard to the skill, effort, responsibility, and working conditions required for positions; and to continue the application of the comparable worth system.

f. That the Service Committee and the Comparable Worth Staff Committee meet jointly to develop recommendations for a legislative pay matrix and for developing overtime pay and compensatory time policies.

3. For background information it should be noted that the Comparable Worth Staff Committee reviewed the Arthur Young & Co. Report and received both written and oral appeals to that Report from legislative employees and developed its own Report. Members of the Comparable Worth Staff Committee are:

Mr. Donovan Peeters, Director, Legislative Service Bureau,
Chairperson
Mr. Joe O'Hern, Chief Clerk of the House,
Vice Chairperson
Mr. Bill Angrick, Citizens' Aide
Ms. Cynde Clingan, Acting Secretary of the Senate
Ms. Cathy Sears, Executive Secretary to the Speaker,
representing House Partisan Staff
Ms. Judy Bertelsen, Executive Secretary to the Minority Leader
of the Senate, representing Senate Partisan Staff
Mr. Sandy Scharf, Director, Computer Support Bureau
Ms. Phyllis Barry, Deputy Code Editor, Iowa Code Office
Mr. Dennis Prouty, Director, Legislative Fiscal Bureau.

II. CENTRAL STAFF AGENCIES PERSONNEL POLICIES

1. The Service Committee recommends that the implementation of any merit step increases beyond step 6 of a grade for an employee of a central legislative staff agency will require the recommendation of the Service Committee and the approval of the Legislative Council.

2. The Service Committee has directed the Legislative Service Bureau to review the minutes of the Service Committee to determine all outstanding Service Committee personnel guidelines. The Service Committee will be reviewing these guidelines and developing formal personnel rules for legislative employees of the central staff agencies for adoption by the Legislative Council.

Respectfully submitted,

REPRESENTATIVE JOHN H. CONNORS
Chairman

REPORT
of the
CAPITOL SPACE ALLOCATION COMMITTEE
of the
LEGISLATIVE COUNCIL

The Capitol Space Allocation Committee of the Legislative Council met on July 30, 1986 and received testimony from the Secretary of State, the Honorable Mary Jane Odell, Mr. Glenn Brockett, Chairperson of the Capitol Planning Commission and Mr. Jack B. Walters, Director of the Department of General Services. At that time, the Committee directed the Director of General Services to develop alternative plans for the movement of the offices of the Auditor of State, the Secretary of State and the Treasurer of State to other offices in the Complex. The Committee met on August 28, 1986 to receive the proposed plans and the costs of any moves. The Committee agreed that the next meeting would be scheduled at the call of the Co-Chairpersons at some time after November 4, 1986.

Respectfully submitted,

Speaker Donald D. Avenson
Co-Chairperson

Senator Bill Hutchins
Co-Chairperson

REPORT OF THE STUDIES COMMITTEE
OF THE LEGISLATIVE COUNCIL

September 17, 1986

The Studies Committee of the Legislative Council met on September 17, 1986 to review additional requests relating to interim studies previously approved, and makes the following recommendations:

1. That the Department of Human Services and Department of Public Health Administrative Rules Interim Study Committee have two public members appointed. The appointments are requested to be authorized, one by the leadership of the House of Representatives and one by the leadership of the Senate.

2. That the Education Telecommunications Task Force which had previously been formed be authorized nine members, three members from the House of Representatives, three members from the Senate, and three members of the public. Authorization is requested that the three public members be appointed by Senate and House leadership from a list which staff has already developed. It is further requested that the Task Force be authorized two meeting days.

3. That the Local Government Interim Study Committee be authorized to include two ex officio members from the Iowa State Association of Counties and the Iowa League of Municipalities.

4. That the Department of Human Services and the Department of Public Health Administrative Rules Interim Study Committee be authorized two meeting days.

5. That the Indigent Health Care Interim Study Committee be authorized three meeting days.

6. That the payment of expenses for out-of-state individuals testifying at the following interim committees be approved:

River Boat Gambling Interim Study Committee
Teenage Pregnancies Interim Study Committee
Bill of Rights Interim Study Committee

7. That the request for an additional charge to the Indigent Health Care Interim Study Committee (relating to organ transplants) not be approved.

8. That the Private Nursery Interim Study Committee be authorized two additional meeting days.

9. That the Water Quality Interim Study Committee be authorized one additional meeting day.

10. That the committee chairs be authorized to negotiate the best price and structure for the teachers' salaries study recommended by Dr. George Chambers.

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11. That the Standing Committees on Education use their statutory authority to hold a single committee meeting in December for purposes of oversight work pursuant to H.F. 2462, regarding education economy task forces.

12. That there be established a Livestock Study Committee consisting of five House members, five Senate members and five public members. Further, that the Committee be authorized two meeting days, with the meetings to begin following the passage of the Federal tax bill.

13. That \$550.00 be authorized for payment of the expenses of publication for the Peace Study Report by LEAG.

14. That the proposed contract with the Prosecuting Attorneys Research Council for a study of the drunk driving system and enforcement in Iowa be adopted as drafted.

Respectfully submitted,

SPEAKER DONALD D. AVENSON
Chairperson