

**CHAPTER 1219**

**COMPENSATION FOR PUBLIC EMPLOYEES**

*S.F. 2450*

**AN ACT** relating to the compensation and benefits for public officials and employees, providing for related matters, and making appropriations.

*Be It Enacted by the General Assembly of the State of Iowa:*

**Section 1. STATE COURTS — JUSTICES, JUDGES, AND MAGISTRATES.**

1. The salary rates specified in subsection 2 are for the fiscal year beginning July 1, 2000, effective for the pay period beginning June 23, 2000, and for subsequent fiscal years until otherwise provided by the general assembly. The salaries provided for in this section shall be paid from funds appropriated to the judicial branch from the salary adjustment fund or if the appropriation is not sufficient, from the funds appropriated to the judicial branch pursuant to any Act of the general assembly.

2. The following annual salary rates shall be paid to the persons holding the judicial positions indicated during the fiscal year beginning July 1, 2000, effective with the pay period beginning June 23, 2000, and for subsequent pay periods.

a. Chief justice of the supreme court:	\$	117,400
b. Each justice of the supreme court:	\$	113,200
c. Chief judge of the court of appeals:	\$	113,100
d. Each associate judge of the court of appeals:	\$	108,900
e. Each chief judge of a judicial district:	\$	107,900
f. Each district judge except the chief judge of a judicial district:	\$	103,500
g. Each district associate judge:	\$	90,200
h. Each associate juvenile judge:	\$	90,200
i. Each associate probate judge:	\$	90,200
j. Each judicial magistrate:	\$	26,900
k. Each senior judge:	\$	6,000

**Sec. 2. SALARY RATE LIMITS.** Persons receiving the salary rates established under section 1 of this Act shall not receive any additional salary adjustments provided by this Act.

**Sec. 3. ELECTIVE EXECUTIVE OFFICIALS.**

1. The annual salary rates specified in this section are effective for the fiscal year beginning July 1, 2000, with the pay period beginning June 23, 2000, and for subsequent fiscal years until otherwise provided by the general assembly. The salaries provided for in this section shall be paid from funds appropriated to the department or agency specified in this section from the salary adjustment fund or if the appropriation is not sufficient, from the funds appropriated to the department or agency pursuant to any Act of the general assembly.

2. The following annual salary rates shall be paid to the person holding the position indicated:

a. OFFICE OF THE GOVERNOR		
(1) Salary for the governor:	\$	107,482
(2) Salary for the lieutenant governor:	\$	76,698
b. DEPARTMENT OF AGRICULTURE AND LAND STEWARDSHIP		
Salary for the secretary of agriculture:	\$	87,990
c. DEPARTMENT OF JUSTICE		
Salary for the attorney general:	\$	105,430
d. OFFICE OF THE AUDITOR OF STATE		
Salary for the auditor of state:	\$	87,990
e. OFFICE OF THE SECRETARY OF STATE		
Salary for the secretary of state:	\$	87,990
f. OFFICE OF THE TREASURER OF STATE		
Salary for the treasurer of state:	\$	87,990

Sec. 4. APPOINTED STATE OFFICERS. The governor shall establish a salary for appointed nonelected persons in the executive branch of state government holding a position enumerated in section 5 of this Act within the range provided, by considering, among other items, the experience of the individual in the position, changes in the duties of the position, the incumbent's performance of assigned duties, and subordinates' salaries. If a department charged with information technology is created by the general assembly, the governor shall establish a salary for the director of the department within salary range 9 as provided in section 5 of this Act. However, the attorney general shall establish the salary for the consumer advocate, the chief justice of the supreme court shall establish the salary for the state court administrator, the ethics and campaign disclosure board shall establish the salary of the executive director, and the state fair board shall establish the salary of the secretary of the state fair board, each within the salary range provided in section 5 of this Act.

The governor, in establishing salaries as provided in section 5 of this Act, shall take into consideration other employee benefits which may be provided for an individual including, but not limited to, housing.

A person whose salary is established pursuant to section 5 of this Act and who is a full-time, year-round employee of the state shall not receive any other remuneration from the state or from any other source for the performance of that person's duties unless the additional remuneration is first approved by the governor or authorized by law. However, this provision does not exclude the reimbursement for necessary travel and expenses incurred in the performance of duties or fringe benefits normally provided to employees of the state.

Sec. 5. STATE OFFICERS — SALARY RATES AND RANGES. The following annual salary ranges are effective for the positions specified in this section for the fiscal year beginning July 1, 2000, and for subsequent fiscal years until otherwise provided by the general assembly. The governor or other person designated in section 4 of this Act shall determine the salary to be paid to the person indicated at a rate within the salary ranges indicated from funds appropriated by the general assembly for that purpose.

1. The following are salary ranges 1 through 5 for the fiscal year beginning July 1, 2000, effective with the pay period beginning June 23, 2000:

SALARY RANGES	<u>Minimum</u>	<u>Maximum</u>
a. Range 1 .....	\$ 8,800	\$ 29,000
b. Range 2 .....	\$ 32,200	\$ 58,500
c. Range 3 .....	\$ 44,100	\$ 68,200
d. Range 4 .....	\$ 53,100	\$ 78,000
e. Range 5 .....	\$ 62,400	\$ 87,800

2. The following are range 1 positions: There are no range 1 positions for the fiscal year beginning July 1, 2000.

3. The following are range 2 positions: administrator of the arts division of the department of cultural affairs, administrators of the division of persons with disabilities, the division on the status of women, the division on the status of African-Americans, the division of deaf services, and the division of Latino affairs of the department of human rights, and administrator of the division of professional licensing and regulation of the department of commerce.

4. The following are range 3 positions: administrator of the division of emergency management of the department of public defense, administrator of the division of criminal and juvenile justice planning of the department of human rights, administrator of the division of community action agencies of the department of human rights, executive director of the commission of veterans affairs, and chairperson and members of the employment appeal board of the department of inspections and appeals.

5. The following are range 4 positions: superintendent of banking, superintendent of credit unions, administrator of the alcoholic beverages division of the department of commerce, state public defender, and chairperson, vice chairperson, and members of the board of parole.

6. The following are range 5 positions: consumer advocate, drug policy coordinator, labor commissioner, workers' compensation commissioner, administrator of the historical division of the department of cultural affairs, administrator of the public broadcasting division of the department of education, and commandant of the veterans home.

7. The following are salary ranges 6 through 9 for the fiscal year beginning July 1, 2000, effective with the pay period beginning June 23, 2000:

SALARY RANGES	<u>Minimum</u>	<u>Maximum</u>
a. Range 6 .....	\$ 48,200	\$ 78,000
b. Range 7 .....	\$ 66,000	\$ 88,500
c. Range 8 .....	\$ 70,800	\$ 102,700
d. Range 9 .....	\$ 79,000	\$ 122,500

8. The following are range 6 positions: director of the department of human rights, director of the Iowa state civil rights commission, executive director of the college student aid commission, director of the department for the blind, and executive director of the ethics and campaign disclosure board.

9. The following are range 7 positions: director of the department of cultural affairs, director of the department of elder affairs, and director of the law enforcement academy.

10. The following are range 8 positions: the administrator of the state racing and gaming commission of the department of inspections and appeals, director of the department of inspection and appeals, director of the department of general services, director of the department of personnel, commissioner of public safety, commissioner of insurance, executive director of the Iowa finance authority, director of revenue and finance, director of the department of natural resources, director of the department of corrections, and chairperson of the utilities board. The other members of the utilities board shall receive an annual salary within a range of not less than 90 percent but not more than 95 percent of the annual salary of the chairperson of the utilities board.

11. The following are range 9 positions: director of the department of education, director of human services, director of the department of economic development, executive director of the state board of regents, director of the state department of transportation, director of the department of workforce development, lottery commissioner, director of public health,

the state court administrator, secretary of the state fair board, and the director of the department of management.

Sec. 6. PUBLIC EMPLOYMENT RELATIONS BOARD.

1. The salary rates specified in this section are effective for the fiscal year beginning July 1, 2000, with the pay period beginning June 23, 2000, and for subsequent fiscal years until otherwise provided by the general assembly. The salaries provided for in this section shall be paid from funds appropriated to the public employment relations board from the salary adjustment fund, or if the appropriation is not sufficient from funds appropriated to the public employment relations board pursuant to any other Act of the general assembly.

2. The following annual salary rates shall be paid to the persons holding the positions indicated:

- a. Chairperson of the public employment relations board:  
..... \$ 68,700
- b. Two members of the public employment relations board:  
..... \$ 64,000

Sec. 7. COLLECTIVE BARGAINING AGREEMENTS FUNDED — GENERAL FUND. There is appropriated from the general fund of the state to the salary adjustment fund for distribution by the department of management to the various state departments, boards, commissions, councils, and agencies, including the state board of regents, for the fiscal year beginning July 1, 2000, and ending June 30, 2001, the amount of \$42,173,997, or so much thereof as may be necessary, to fully fund the following annual pay adjustments, expense reimbursements, and related benefits:

- 1. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the blue collar bargaining unit.
- 2. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the public safety bargaining unit.
- 3. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the security bargaining unit.
- 4. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the technical bargaining unit.
- 5. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the professional fiscal and staff bargaining unit.
- 6. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the university of northern Iowa faculty bargaining unit.
- 7. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the clerical bargaining unit.
- 8. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the professional social services bargaining unit.
- 9. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the community-based corrections bargaining unit.
- 10. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the judicial branch of government bargaining unit.
- 11. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the patient care bargaining unit.
- 12. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the science bargaining unit.
- 13. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the state university of Iowa graduate student bargaining unit.
- 14. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the state university of Iowa hospital and clinics tertiary health care bargaining unit.
- 15. The annual pay adjustments, related benefits, and expense reimbursements referred to in sections 8 and 9 of this Act for employees not covered by a collective bargaining agreement.

Sec. 8. NONCONTRACT STATE EMPLOYEES — GENERAL.

1. a. For the fiscal year beginning July 1, 2000, the maximum salary levels of all pay plans provided for in section 19A.9, subsection 2, as they exist for the fiscal year ending June 30, 2000, shall be increased by 3 percent for the pay period beginning June 23, 2000, and any additional changes in the pay plans shall be approved by the governor.

b. For the fiscal year beginning July 1, 2000, employees may receive a step increase or the equivalent of a step increase.

2. The pay plans for state employees who are exempt from chapter 19A and who are included in the department of revenue and finance’s centralized payroll system shall be increased in the same manner as provided in subsection 1, and any additional changes in any executive branch pay plans shall be approved by the governor.

3. This section does not apply to members of the general assembly, board members, commission members, salaries of persons set by the general assembly pursuant to this Act, or set by the governor, other persons designated in section 4 of this Act, employees designated under section 19A.3, subsection 5, and employees covered by 581 IAC 4.6(3).

4. The pay plans for the bargaining eligible employees of the state shall be increased in the same manner as provided in subsection 1, and any additional changes in such executive branch pay plans shall be approved by the governor. As used in this section, “bargaining eligible employee” means an employee who is eligible to organize under chapter 20, but has not done so.

5. The policies for implementation of this section shall be approved by the governor.

Sec. 9. STATE EMPLOYEES — STATE BOARD OF REGENTS. Funds from the appropriation in section 7 of this Act shall be allocated to the state board of regents for the purposes of providing increases for state board of regents employees covered by section 7 of this Act and for employees not covered by a collective bargaining agreement as follows:

1. For regents merit system employees and merit supervisory employees to fund for the fiscal year, increases comparable to those provided for similar contract-covered employees in this Act.

2. For faculty members and professional and scientific employees to fund for the fiscal year, percentage increases comparable to those provided for contract-covered employees in section 7, subsection 6, of this Act.

Sec. 10. APPROPRIATIONS FROM ROAD FUNDS.

1. There is appropriated from the road use tax fund to the salary adjustment fund for the fiscal year beginning July 1, 2000, and ending June 30, 2001, the following amount, or so much thereof as may be necessary, to be used for the purpose designated:

To supplement other funds appropriated by the general assembly:  
..... \$ 1,113,641

2. There is appropriated from the primary road fund to the salary adjustment fund, for the fiscal year beginning July 1, 2000, and ending June 30, 2001, the following amount, or so much thereof as may be necessary, to be used for the purpose designated:

To supplement other funds appropriated by the general assembly:  
..... \$ 5,682,160

3. Except as otherwise provided in this Act, the amounts appropriated in subsections 1 and 2 shall be used to fund the annual pay adjustments, expense reimbursements, and related benefits for public employees as provided in this Act.

Sec. 11. SPECIAL FUNDS — AUTHORIZATION. To departmental revolving, trust, or special funds, except for the primary road fund or the road use tax fund, for which the general assembly has established an operating budget, a supplemental expenditure authorization is provided, unless otherwise provided, in an amount necessary to fund salary adjustments as otherwise provided in this Act.

Sec. 12. GENERAL FUND SALARY MONEYS. Funds appropriated from the general fund of the state in this Act relate only to salaries supported from general fund appropriations of the state.

Sec. 13. FEDERAL FUNDS APPROPRIATED. All federal grants to and the federal receipts of the agencies affected by this Act which are received and may be expended for purposes of this Act are appropriated for those purposes and as set forth in the federal grants or receipts.

Sec. 14. USE OF SURPLUS HEALTH INSURANCE FUNDS. The executive council shall transfer an amount, as determined by the department of management, from the health insurance surplus account to the health insurance premium operating account for the fiscal year beginning July 1, 2000, to reduce insurance premiums. Any amount remaining in the health insurance premium operating account at the end of the fiscal year beginning July 1, 2000, shall be transferred to the health insurance surplus account.

Sec. 15. STATE TROOPER MEAL ALLOWANCE. The sworn peace officers in the department of public safety who are not covered by a collective bargaining agreement negotiated pursuant to chapter 20 shall receive the same per diem meal allowance as the sworn peace officers in the department of public safety who are covered by a collective bargaining agreement negotiated pursuant to chapter 20.

Sec. 16. SALARY MODEL COORDINATOR. Of the funds appropriated by section 7 of this Act, \$133,800 for the fiscal year beginning July 1, 2000, is allocated to the department of management for salary and support of the salary model coordinator who shall work in conjunction with the legislative fiscal bureau to maintain the state's salary model used for analyzing, comparing, and projecting state employee salary and benefit information, including information relating to employees of the state board of regents. The department of revenue and finance, the department of personnel, the five institutions under the jurisdiction of the state board of regents, the eight judicial district departments of correctional services, and the state department of transportation shall provide salary data to the department of management and the legislative fiscal bureau to operate the state's salary model. The format and frequency of provision of the salary data shall be determined by the department of management and the legislative fiscal bureau. The information shall be used in collective bargaining processes under chapter 20 and in calculating the funding needs contained within the annual salary adjustment legislation. A state employee organization as defined in section 20.3, subsection 4, may request information produced by the model, but the information provided shall not contain information attributable to individual employees.

Sec. 17. Section 546.2, subsection 2, Code 1999, is amended to read as follows:

2. The chief administrative officer of the department is the director. The director shall be appointed ~~annually~~ by the governor from among those individuals who serve as heads of the divisions within the department. ~~The appointment shall rotate among the division heads such that the division head of any one division shall not be appointed to be the director for a second year until such time as each division head has served as the director.~~ A division head appointed to be the director shall fulfill the responsibilities and duties of the director in addition to the individual's responsibilities and duties as the head of a division. ~~However, the administrator of the alcoholic beverages division shall serve as director until June 30, 1995. The director shall serve at the pleasure of the governor. If the office of director becomes vacant, the vacancy shall be filled in the same manner as the original appointment was made.~~

Sec. 18. Section 7H.1, Code Supplement 1999, is repealed.