

Technical Skill-Based Career Paths; Obsolete, Duplicative, and Unnecessary Job Classifications

Report to the Iowa Legislature, 84th General Assembly
Iowa Department of Administrative Services

March 24, 2011

Introduction

The 83rd General Assembly amended Section 8A.402, subsection 2, code 2009, by requiring that the Department of Administrative Services (DAS) complete two studies and one report, as follows:

- Evaluate the executive branch job classifications "to ensure the existence of technical skill-based career paths . . . which do not depend upon an employee gaining supervisory responsibility for advancement, and which provide incentives for such employees to broaden their knowledge and skill base."
- Evaluate "options for eliminating obsolete, duplicative, or unnecessary job classifications."
- Provide "interim reports to the general assembly on or before January 15, 2010, and January 14, 2011, concerning the department's progress in completing the evaluation and associated outcomes."

This report provides progress to date.

Technical Skill-Based Career Paths

As mentioned in the previous interim report in January 2010, the Department of Administrative Services (DAS) recommended suspension of the requirement "to ensure the existence of technical skill-based career paths for employees which do not depend upon an employee gaining supervisory responsibility for advancement." As the needs of departments change, DAS has been working with the departments to develop new classes and class series to address the needs through its existing programs, including the development of technical career paths within departments.

Obsolete, Duplicative, or Unnecessary Job Classifications

Between January 1, 2010, and March 11, 2011, DAS reviewed all of the job classes in its classification plan which had no full-time or permanent-part-time positions. Following this review, DAS deleted seventy-eight (78) job classes from the classification plan of which fifty-three (53) were non-contract-covered positions and twenty-five (25) were contract covered. These job classes were removed from the classification plan, because they were not being used in the Executive Branch and there was no plan to use them in the near future.

DAS will continue to review job classes in the classification plan in which there are five (5) or fewer employees to determine whether the particular job class is still valid or whether it can be combined with another job classification.