

February 27, 1963.

Senate File 359

Passed on File. *For a file* By NOLAN, SHAFF, ELIJAH, PHELPS, SCOTT and GETTING.

Passed Senate, Date..... Passed House, Date.....

Vote: Ayes..... Nays..... Vote: Ayes..... Nays.....

Approved.....

## A BILL FOR

An Act relating to the personnel administration of state employees by the executive council.

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

1 Section 1. Section eight point five (8.5), Code 1962, is  
2 amended by striking all of subsection six (6).

1 Sec. 2. Chapter nineteen (19), Code 1962, is amended by add-  
2 ing thereto the following new section:

3 "1. The executive council shall adopt and establish a plan  
4 of classification and compensation for each position and type  
5 of employment in state government, except for positions for  
6 which the salaries or compensation is fixed by statute, and  
7 shall prescribe therein the necessary salary schedules, fixing  
8 a minimum and maximum for each class of employees doing the  
9 same general type of work. The executive council shall make  
10 such regulations and adopt such methods of qualifying employees  
11 for positions and changes in tables of organizations as will  
12 make the plan effective, and shall prescribe rules to provide  
13 for personal administration which shall include rules govern-  
14 ing appointments, promotions, demotions, transfers, separations  
15 and hours of employment.

16 The plan adopted shall be based on merit system principles  
17 and standards.

18 All departments shall have the right to appeal any plan of

19 classification and compensation for each type of employment to  
20 the executive council provided that the request comes from the  
21 head of the department.

22 The executive council shall hear the appeal within thirty days  
23 from the date of the request, at which time evidence and argument  
24 may be submitted on behalf of the department.

25 1. Exempted employees. The employees under the attorney gen-  
26 eral, employees of the supreme court, employees of the clerk and  
27 reporter of the supreme court, those employees under the state  
28 banking board and employees of institutions under the state board  
29 of regents shall not come under this personnel administration.  
30 Employees of institutions under the state board of control, other  
31 than professional, executive, and administrative personnel, shall  
32 not come under this personnel administration with the exception  
33 of the provisions establishing classification, salary schedules  
34 and table of organizations.

35 3. Merit system. The present joint merit system now effective  
36 in state agencies expending federal funds shall remain in full  
37 force and effect so far as they apply to such agencies until such  
38 time as the plan and rules promulgated under the provisions of the  
39 preceding subsections are approved by the appropriate federal  
40 agencies."

1 Sec. 3. Section two hundred eighteen point six (218.6), Code  
2 1962, is hereby amended by adding after the word "compensation"  
3 in line thirteen (13) the following: ", within the rules, regula-  
4 tions and range of the compensation plan as established by the  
5 executive council,".

1 Sec. 4. Section two hundred eighteen point ten (218.10), Code  
2 1962, is hereby amended by inserting after the word "shall" in

3 line two (2) the following: “, within the premises of the rules  
4 and regulations, range of compensation plan, and table of organ-  
5 ization as established by the executive council.”.

1 Sec. 5. Section two hundred eighteen point thirteen (218.13),  
2 Code 1962, is hereby repealed and the following inserted in lieu  
3 thereof:

4 “Salaries. The board shall, within the premises of the rules  
5 and regulations, range of compensation plan, and table of organi-  
6 zation as established by the executive council, review and fix  
7 the annual, monthly or semimonthly salaries of all employees,  
8 except such salaries as are fixed by the general assembly.”

1 Sec. 6. Section two hundred eighteen point fourteen (218.14),  
2 Code 1962, is hereby amended by inserting after the word “may” in  
3 line eight (8) the following: “, with the approval of the execu-  
4 tive council.”.

1 Sec. 7. Section two hundred fifty-seven point twenty-one  
2 (257.21), Code 1962, is hereby amended by striking the period  
3 after the word “duties” in line five (5) and adding thereto the  
4 following: “, within the premises of the rules and regulations,  
5 range of compensation plan, and table of organization as estab-  
6 lished by the executive council.”

1 Sec. 8. Section two hundred fifty-seven point twenty-four  
2 (257.24), Code 1962, is hereby amended by striking all after the  
3 period in line three (3) through the period in line seven (7).

#### EXPLANATION OF SENATE FILE 359

This bill sets up the executive council as the agency that establishes salary ranges, position titles, table of organizations and approval of salary raises or decreases.