



REPUBLICAN CAUCUS STAFF  
HOUSE OF REPRESENTATIVES  
STATE CAPITOL  
DES MOINES, IOWA 50319  
515.281.3440  
IOWAHOUSEREPUBLICANS.COM

## HOUSE REPUBLICAN STAFF ANALYSIS

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Bill: House File 527  
Committee: Labor  
Member: Rep. Watts  
Date: July 1, 2011  
Staff: Louis Vander Streek (1-3626)

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### Comparability Study

House File 527 (formerly HF 312) is a bill that requires the Department of Management to prepare a report on public employee salaries and benefits by position and comparing those to comparable private sector positions. The bill also directs an arbitrator to use said report when conducting arbitration during contract negotiations.

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### Summary of Action

Passed Labor Committee 11-6  
Died in the House

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### Section by Section Analysis

#### Section 1 – Report on Employee Salaries and Benefits

This section requires the Department of Management to prepare a report containing a comprehensive survey of employee salaries and benefits by position. The report is also to include a comparison of comparable positions in the private sector. This report is to be made available to the General Assembly and the Governor prior to the convening of each session of the General Assembly in which a budget may be passed (annual under current system, and every other year if the legislature moves to a biennial budget), or a collective bargaining negotiation is to take place. The section states that the report is to be based upon regional information from each of the state's workforce development service delivery areas.

#### Section 2 – Arbitration

This section adds the requirement for an arbitrator to consider the comparison of wages, hours, benefits, and conditions of employment of the involved public employees to that of private sector employees doing comparable work. The section specifically references using the report that is to be created by the Department of Management.