

Garcia, Kelly K.

From: Trombino, Paul <paul.trombino@iowa.gov>
Sent: Wednesday, July 1, 2020 6:50 PM
To: Niehaus, Christy [DAS]
Cc: Garcia, Kelly K.
Subject: Fwd: Salary Review

Christy,

After discussion with Director Garcia, we would like to adjust Dr. Pedati's salary as follows:

Biweekly - 10,194.00 or \$265,044.00 annually

Please let us know if you have any questions or any further information. We would like to have this processed as soon as possible. Thank you.

From: Trombino, Paul <paul.trombino@iowa.gov>
Sent: Tuesday, June 30, 2020 5:53 PM
To: Garcia, Kelly K. <kgarcia@dhs.state.ia.us>
Subject: Re: Salary Review

Either day works, 4:30pm Wednesday or Thursday from 2:30-4:30pm. Thank you.

On Tue, Jun 30, 2020 at 5:39 PM Garcia, Kelly K. <kgarcia@dhs.state.ia.us> wrote:

Sounds great. Talk later tomorrow or Thursday? Excited to get moving on this.

KKG

----- Forwarded message -----

From: Niehaus, Christy <christy.niehaus@iowa.gov>
Date: Wed, Jun 17, 2020 at 10:04 AM
Subject: Re: Salary Review
To: Trombino, Paul <paul.trombino@iowa.gov>

Range: 55(-13)

Hourly \$48.92 - \$130.62

Biweekly: \$3,913.60 - \$10,449.60

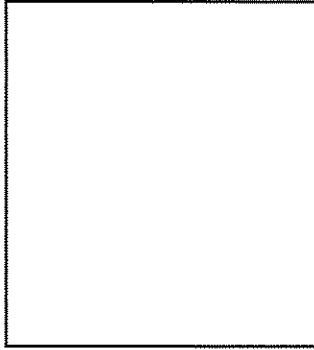
Yearly: \$101,753.60 - \$271,689.60

Current Salary: \$88.13 \$7,050.40/pp \$183,310.40

Adjustments:

Date	Salary	Reason
6/15/2018	6539.20/pp (81.74/hr)	Hire
6/29/2018	6604.80/pp (82.56/hr)	ATB
12/28/2018	6704.00/pp (83.80/hr)	Merit (1.5%)
6/28/2019	6844.80/pp (85.86/hr)	ATB
12/27/2019	7050.40/pp (88.13/hr)	Merit (3%)
3/6/2020	14,310.65	OT pay – COVID
3/20/2020	6587.72	"
4/3/2020	6852.11	
4/17/2020	5508.13	
5/1/2020	6874.14	
5/15/2020	4362.44	
5/19/2020	3701.46	

Christy Niehaus, Chief Operating Officer
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christy.niehaus@iowa.gov



BE GREEN: Please consider the environment before printing this email.

On Wed, Jun 17, 2020 at 9:16 AM Trombino, Paul <paul.trombino@iowa.gov> wrote:

Christy,

Could you please send me the current salary for Dr. Caitlin Pedati, range, and adjustments she has received. Thank you.

--

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Garcia, Kelly K.

From: Trombino, Paul <paul.trombino@iowa.gov>
Sent: Tuesday, June 30, 2020 8:08 PM
To: Garcia, Kelly K.
Cc: McCauley, Julie
Subject: Re: Salary Review

5pm works great. I'll send u a zoom. Thank you.

On Tue, Jun 30, 2020 at 8:02 PM Garcia, Kelly K. <kgarcia@dhs.state.ia.us> wrote:

Could we make 5 work tomorrow, by chance? I can peel off our call with Liz if that doesn't work. Copying Julie here for coordination.

KKG

From: Trombino, Paul <paul.trombino@iowa.gov>
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From: Trombino, Paul <paul.trombino@iowa.gov>
Sent: Tuesday, June 30, 2020 5:23 PM
To: Garcia, Kelly K. <kgarcia@dhs.state.ia.us>
Subject: Re: Salary Review

Yes, let's plan to connect this week. I think getting Caitlin's in-motion would be great. Yes, regarding Dr. Garvey's, right now, she is not in the correct class relative to her responsibility which comes with a restriction. I have a proposed two-phase solution for Ann, one I need some assistance from you, the other is a new classification I have underway at DAS. I can explain more. Thank you.

On Tue, Jun 30, 2020 at 9:25 AM Garcia, Kelly K. <kgarcia@dhs.state.ia.us> wrote:

Here are the physicians' salaries, inclusive of benefits. Let's discuss the right amount. Also, have you reviewed Dr. Garvey? I would like to address hers as well.

Thanks for being a champion of this effort.

KKG

From: Trombino, Paul <paul.trombino@iowa.gov>
Sent: Monday, June 29, 2020 12:14 PM
To: Garcia, Kelly K. <kgarcia@dhs.state.ia.us>
Subject: Re: Salary Review

Yes. I also reviewed Dr. Klein (State Medical Examiner), he makes just above \$290k.

On Mon, Jun 29, 2020 at 11:04 AM Garcia, Kelly K. <kgarcia@dhs.state.ia.us> wrote:

Absolutely comfortable with the review. For context would you like to review what our other physicians make in the facilities? I can back out on-call time for base salaries. My recollection is that our physicians make slightly more.

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From: Trombino, Paul <paul.trombino@iowa.gov>
Sent: Monday, June 29, 2020 11:02:09 AM
To: Garcia, Kelly K. <kgarcia@dhs.state.ia.us>
Subject: Fwd: Salary Review

Kelly,

I would like to adjust Caitlin's salary as I feel she is significantly underpaid. I am proposing to adjust her to \$9,231 per biweekly or \$240,006 per year. Please let me know your thoughts. Thank you.

----- Forwarded message -----

From: **Niehaus, Christy** <christy.niehaus@iowa.gov>
Date: Wed, Jun 17, 2020 at 10:04 AM
Subject: Re: Salary Review
To: Trombino, Paul <paul.trombino@iowa.gov>

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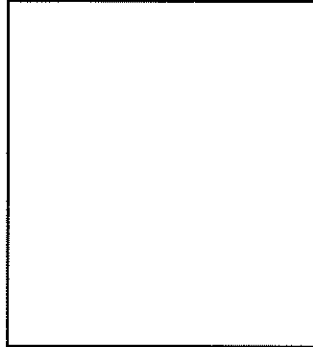
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Iowa Department of Human Services

State Resource Centers

SFY20 Annualized / Medical Director Salary & Expense

5/8/2020

Description		Salary	Benefits				Total Salary/Benefits	Housing 2)
			FICA /IPERS	Health/Dental	Deferred Comp/LTD/Life	Lead Worker		
Glenwood Resource Center								
Medical Director	Dr. Rehman	\$272,735	\$0	\$0	\$0	\$0	\$272,735	\$4,191
Woodward Resource Center								
Medical Director	Dr. Lerd	\$272,735	\$38,210	\$18,747	\$1,102	\$0	\$330,794	\$10,912
MOD Pay 1)	Dr. Lerd	67,600	10,343	0	0	0	77,943	
	Dr. Viturawong	312,025	18,078	0	187	0	330,290	
Total MOD		\$379,625	\$28,421	\$0	\$187	\$0	\$408,233	\$0
WRC Totals		\$652,360	\$66,631	\$18,747	\$1,289	\$0	\$739,026	\$10,912
Grand Total RC's		\$925,094	\$66,631	\$18,747	\$1,289	\$0	\$1,011,761	\$15,103

1) GRC not currently experiencing MOD pay; ARNP's are covering; Dr. Viturawong is paid hourly and records approx. 140 hours per pay period.

2) Per DHS Employee's Manual Title 24, Chapter C - housing includes utilities; rental rates based on fair market value determined no less frequently than once every two years; Authority is under Iowa Code 218.14.

218.14 Dwelling of superintendent or other employee.

1. The administrator having control over an institution may, with consent of the director of human services, furnish the superintendent of the institution, in addition to salary, with a dwelling or with appropriate quarters in lieu of the dwelling, or the administrator may compensate the superintendent of the institution in lieu of furnishing a dwelling or quarters. If the superintendent of the institution is furnished with a dwelling or quarters, either of which is owned by the state, the superintendent may also be furnished with water, heat, and electricity.

2. The administrator having control over an institution may furnish assistant superintendents or other employees, or both, with a dwelling or with appropriate quarters, owned by the state. The assistant superintendent or employee, who is so furnished, shall pay rent for the dwelling or quarters in an amount to be determined by the superintendent of the institution, which shall be the fair market rental value of the dwelling or quarters. If an assistant superintendent or employee is furnished with a dwelling or quarters, either of which is owned by the state, the assistant superintendent or employee may also be furnished with water, heat, and electricity. However, the furnishing of these utilities shall be considered in determining the fair market rental value of the dwelling or quarters.

[S13, §2727-a38; SS15, §2713-n2, 2727-a96, 5717; C24, 27, 31, 35, 39, §3297, 3746; C46, 50, 54, 58, 62, 66, 71, 73, 75, 77, 79, §218.14, 246.7; C81, §218.14]

[83 Acts, ch 96, §157, 159; 2000 Acts, ch 1112, §8](#)

Referred to in §35D.13

Similar provisions, see §35D.13 and 904.305