



Laura Belin <laurarbelin@bleedingheartland.com>

IGOV staff compensation

Crompton, Kollin [IGOV] <Kollin.Crompton@governor.iowa.gov>
To: Laura Belin <laurarbelin@bleedingheartland.com>
Cc: "Frideres, Taryn [IGOV]" <Taryn.Frideres@governor.iowa.gov>

Tue, Nov 28, 2023 at 7:17 PM

Laura,

Last session, the Legislature approved increasing the appropriation for the Office of the Governor by \$500,000, bringing it into better alignment with its expenditures. The office's budget has remained relatively stagnant over the last ten years, and both its budget and staff are smaller than similar-size states across the country.

To compensate, the office has historically had MOUs with state agencies to offset some of its expenses, a common and legal practice that has occurred for years over multiple administrations. However, increasing the office's appropriation is a better option, allowing it to operate more effectively and transparently.

Recently, some of the increased appropriation was used to raise staff salaries. After analyzing state government pay ranges, it was found that salaries for several positions in the Office of the Governor were lower than equivalent positions in executive branch agencies. Similarly, a comparative analysis of salaries for equivalent positions in surrounding and similar-size states showed many staff in the Iowa governor's office were paid less than their counterparts in those states (see attached).

The Office of the Governor currently includes 25 staff members who manage constituent services, communications, policy, legal matters, legislative affairs, federal affairs, boards and commissions, and administrative rules. Governor Reynolds has prioritized hiring experienced professionals to fill senior staff positions. These demanding roles require a level of commitment above and beyond standard work responsibilities and schedules. Attracting and retaining talent demands competitive compensation, and offering salaries commensurate with experience and job responsibilities is critical to ensuring optimal performance and continuity of state government.

The most important investment any business can make is in its people, and government should be no different. The Governor appreciates the General Assembly for recognizing the need to increase her office's budget. It was long overdue. The salary increases for the governor's staff further positions the office to deliver the type of results Iowans expect and deserve.

From: Laura Belin <laurabelin@bleedingheartland.com>
Date: Monday, November 27, 2023 at 8:12 AM
To: Crompton, Kollin [IGOV] <Kollin.Crompton@governor.iowa.gov>
Cc: Frideres, Taryn [IGOV] <Taryn.Frideres@governor.iowa.gov>
Subject: IGOV staff compensation

Dear Kollin and Taryn,

I have received records from the Department of Administrative Services indicating that several employees in the governor's office received a big increase in pay for the September 1 to September 14, 2023 pay period. That was in addition to a smaller salary increase that took effect in early July with the start of the current fiscal year.

Was that a one-off, reflecting some kind of bonus paid to many staffers in the office in September? Or does that represent an increase in biweekly pay that began in September 2023 and has continued for those employees with each subsequent pay period?

Thank you in advance for clarifying.

Yours,

Laura

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 **IGOV Salary Comparisons.pdf**
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