



Laura Belin &lt;desmoinesdem@bleedingheartland.com&gt;

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**follow-up Qs on reclassifications**

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Laura Belin &lt;desmoinesdem@bleedingheartland.com&gt;

Mon, Nov 16, 2020 at 8:04 AM

To: "Wiencek, Tami" &lt;tami.wiencek@iowa.gov&gt;

Hoping for answers to these questions by close of business today. If the answer will be "no comment," please let me know.

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

From: **Laura Belin** <desmoinesdem@bleedingheartland.com>

Date: Fri, Nov 13, 2020 at 4:21 PM

Subject: Fwd: follow-up Qs on reclassifications

To: Wiencek, Tami <tami.wiencek@iowa.gov>

Hi Tami, I'm circling back on these questions.

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

From: **Laura Belin** <desmoinesdem@bleedingheartland.com>

Date: Wed, Nov 11, 2020 at 4:47 PM

Subject: follow-up Qs on reclassifications

To: Wiencek, Tami <tami.wiencek@iowa.gov>

Hello Tami,

I'm having trouble understanding the sequence of events surrounding Dr. Pedati's pay increase.

According to Director Trombino's June 8 email to department directors, departments are allowed up to a 3 percent within grade pay increase, and "any within grade pay increase must be accompanied by a current performance evaluation."

Less than ten days after sending that message, Director Trombino sought details about Dr. Pedati's salary.

On June 29, Director Trombino proposed to Director Garcia that Dr. Pedati's salary be increased from \$7,050.40 per pay period to \$9,231 per pay period. That's roughly a 31 percent pay increase.

Then, after further discussion with Director Garcia, Director Trombino on July 1 instructed Christy Niehaus to adjust Dr. Pedati's pay to \$10,194 per period or \$265,044 annually, and have it processed "as soon as possible."

There is no record that any performance evaluation accompanied this instruction for a 45 percent pay increase. Yet it went into effect with the June 26 pay period.

There is also no record of any discussion about a reclassification for Dr. Pedati until August. Even then, her new job class (physician supervisor) is in the same pay grade as the old one (see attached).

In contrast, it appears that Dr. Ann Garvey's salary increase was not processed until her new job class was created.

Dr. Pedati's raise appears to violate state policy on within-grade pay increases. Why was an exception made for her?

Has Dr. Pedati received a recent performance evaluation? If so, when did that occur and who signed off on it?

Thank you in advance for any information you can provide.

Yours,

Laura

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**Pedati\_PhysicianSupervisor.pdf**

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