



## STATE COURT ADMINISTRATION

Iowa Judicial Branch Building  
1111 East Court Avenue  
Des Moines, IA 50319

ROBERT D. GAST  
State Court Administrator

March 29, 2023

Kraig Paulsen  
Department of Management  
State Capitol  
LOCAL

Tim McDermott  
Legislative Services  
State Capitol  
LOCAL

Sen. Amy Sinclair  
Iowa Senate President  
State Capitol  
LOCAL

Rep. Pat Grassley  
Speaker of the House  
State Capitol  
LOCAL

Sen. Julian Garrett  
Chair, Senate Justice System Appropriations Committee  
State Capitol  
LOCAL

Rep. Brian Lohse  
Chair, House Justice System Appropriations Committee  
State Capitol  
LOCAL

Dear Mr. Paulsen, Mr. McDermott, Senators and Representatives:

Pursuant to Iowa Code section 602.1301(2)(a), I hereby submit, on behalf of the Iowa Supreme Court, the amended FY24 budget request that includes contract and non-contract employee pay increases. This request includes both across the board and in-grade increases and health insurance costs for all employees of the Iowa Judicial Branch. We would respectfully request that this budget request be combined with our budget request dated November 30, 2022, and passed on to the legislature as submitted to show the needs of the judicial branch.

#### Investing in Human Capital – Existing Personnel

Reviewing our total compensation package and keeping it current with local governments (city and county), state agencies, and the public sector allows for greater organizational and individual success which leads to a more responsive justice system for Iowans. The education, skills, and experience of our employees are the strongest assets of the judicial branch.

As noted in our budget request letter of November 30, 2022, this revised letter contains salary increase requests for both our contract and non-contract employees, and health insurance costs for all employees of the Judicial Branch, including judicial officers.

Our employees are affected significantly by inflation. We hear from employees every day about how inflationary pressures are forcing them to look for jobs with higher compensation. We are losing long-term employees every day due to compensation that is not competitive with other public and private employers. When our long-term employees leave, we don't just lose outstanding people, we lose years of experience and the associated knowledge. Additionally, it is difficult to attract new workers due to our compensation rates. Many times we struggle to get applicants and believe compensation is the main reason why.

It is with that in mind that we ask for our negotiated contract Across the Board (ATB) increases of 3% and the equitable extension of that increase to non-contract employees. This rate is the same rate as negotiated for contract employees in other state employment. Offsetting inflationary pressures is very important to our current and future employees. As such, we are asking for a 5.7% increase for in-grade(step) increases for both contract and non-contract employees. Health insurance costs for all employees is projected to increase 5%. The total of this request is \$6,089,913

As I have traveled across our great state, I have listened to employee concerns, the largest of these is compensation. The salary request above reflects the need for higher compensation for our employees to help ensure the judicial branch will have a steady platform on which to base continued business improvements and the administration of justice.

Thank you for your consideration of these requests. The Iowa Judicial Branch values its continued partnership with Governor Reynolds and the legislature in providing the services that all Iowans deserve from their justice system.

Sincerely,



Robert D. Gast