
POLICY 215: EMPLOYEE COMPENSATION & BENEFITS

To ensure compliance with Iowa Code 173.9(2), the Iowa State Fair Authority shall utilize the following policy related to establishing employee compensation:

Pay Grades

The Iowa State Fair Board shall approve compensation grades with minimum and maximum levels for all employees – full-time, part-time, seasonal, and Fair-time.

Merit Pay Increase

Because of the Fair Authority's exemption from the State of Iowa merit system, the Iowa State Fair Board may elect to provide a merit pay increase to eligible full-time employees on an annual basis. Eligibility for the merit increase shall be determined by the individual employee's pay grade. Qualification for the merit increase shall be based on the individual employee's performance review, which shall be conducted annually by the employee's supervisor.

State Benefits

In accordance with Iowa Code 173.1, the Iowa State Fair Authority "is considered a state agency and its employees state employees for the purposes of chapters 17A, 20, 91B, 97B, 509A, and 669." Employees of the Iowa State Fair Authority shall receive all the applicable benefits prescribed therein, including eligibility for any cost-of-living pay increase issued by the State of Iowa. Beginning on the date of this policy's enactment, and superseding and rendering null any previously approved policy to the contrary, the cost-of-living pay increases issued by the State of Iowa are the sole basis for annual cost-of-living pay increases for employees of the Iowa State Fair Authority. The Iowa State Fair Board will not approve cost-of-living pay increases annually.

Because of the Fair Authority's exemption from the State of Iowa merit system, the Iowa State Fair Board may approve other benefits at its discretion. Those Board-approved benefits will be outlined in the Fair Authority Employee Handbook.

Overtime

Due to the Fair Authority's classification under the Fair Labor Standards Act (FLSA), the Fair Authority shall not pay overtime rates to any non-fulltime employee.

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