

IN THE SUPREME COURT OF IOWA

CLERK SUPREME COURT

IN THE MATTER OF THE)	
ATTORNEY DISCIPLINARY)	
BOARD AND THE GRIEVANCE)	2021 ANNUAL REPORT
COMMISSION OF THE SUPREME)	
COURT OF IOWA)	

The attached consolidated annual report of the Attorney Disciplinary Board and the Grievance Commission is submitted as required by Iowa Court Rule 35.25 for the reporting period January 1, 2021, through December 31, 2021.

Respectfully submitted,

OFFICE OF PROFESSIONAL REGULATION

By: 
Nicholas (Tré) Critelli, Executive Director
Office of Professional Regulation
Iowa Judicial Branch Building
1111 E. Court Avenue
Des Moines, IA 50319-5003
Telephone: (515) 348-4670
Fax: (515) 348-4698
E-mail: tre.critelli@iowacourts.gov

Attorney Disciplinary Board
& Grievance Commission
OF THE SUPREME COURT OF IOWA



2021
ANNUAL REPORT



Compliance with the rules, as with all law in an open society, depends primarily upon understanding and voluntary compliance, secondarily upon reinforcement by peer and public opinion, and finally, when necessary, upon enforcement through disciplinary proceedings. The rules do not, however, exhaust the moral and ethical considerations that should inform a lawyer, for no worthwhile human activity can be completely defined by legal rules. The rules simply provide a framework for the ethical practice of law.

Preamble, Iowa Rules of Professional Conduct



Table of Contents

Who We Are	2
Attorney Disciplinary Board	2
Board Members.....	2
Attorney Disciplinary Board Staff.....	3
Grievance Commission.....	4
Commission Members.....	4
Grievance Commission Staff.....	4
What We Do.....	5
Attorney Disciplinary Board	5
Public Inquiries	5
Complaint Intake	5
Investigation and Case Processing	6
Educational Outreach & Proactive Management-Based Regulation (PMBR)	16
Grievance Commission.....	18
Annual Filings.....	18
Dispositions.....	18
Disability and Other Discipline Orders	20
Financial Overview.....	21

Who We Are

Attorney Disciplinary Board

The Iowa Supreme Court Attorney Disciplinary Board (ADB) is authorized and created by the Iowa Supreme Court in Court Rule 34.6. The Board is responsible for receiving and investigating ethics complaints against attorneys whose practice falls within the Board's jurisdiction. Each formally-opened complaint is investigated, and the Board then dismisses the complaint, privately admonishes the attorney, or seeks public discipline (a public reprimand, a term of suspension, or license revocation). All public discipline is imposed by the Supreme Court in the form of a court order.

Board Members

The Board meets quarterly to review allegations of attorney misconduct by Iowa's lawyers. At these meetings, the Board also reviews policies and procedures for attorney discipline. The Board consists of nine volunteer attorneys and three volunteer lay members, all of whom are formally appointed by the Court for up to two 3-year terms. The following people served on the Board during 2021:

Attorney Members

Jane Rosien, Winterset (Chair until 6/30/2021)
Reyne L. See, Marshalltown (Member until 6/30/2021 & Chair thereafter)
Scott Buchanan, Algona
Karen J. Erger, Cedar Rapids
Jennifer Gerrish-Lampe, Waukee
Nicholas G. Pothitakis, Burlington
Lucas J. Richardson, Ames
Mark C. Smith, Des Moines
Janece Valentine, Fort Dodge
Jennifer Zahradnik, Belle Plaine (appointed 7/1/2021)

Lay Members

Maryfrances Evans, Des Moines (appointed 7/1/2021)
Tim McClimon, DeWitt
Dr. Debbie Nanda McCartney, Des Moines (until 6/30/2021)
Reginald Roberts, Algona

Attorney Disciplinary Board Staff

The Board also includes four full-time ethics prosecutors, several investigators and support staff, and a director/administrator.

Attorneys

Tara M. van Brederode (Administrator/ Director of Attorney Discipline)
Crystal W. Rink (Deputy Director of Attorney Discipline)
Lawrence F. Dempsey IV (Ethics Counsel)
Alexis W. Grove (Ethics Counsel)
Allison A. Schmidt (Ethics Counsel)

Paralegals and Investigators

Jennifer Anderson (Paralegal)
Sara Gilliam (Paralegal)
Melissa R. Hill (Investigator)
Erin Ross-Johnson (Investigator)

Grievance Commission

The Iowa Supreme Court Grievance Commission is authorized and created by Iowa Court Rule 34.1. The Grievance Commission holds fact-finding hearings on ethical complaints that were not able to be resolved through the ADB investigative process. It does not accept complaints directly from the public. Grievance Commission hearings are closed to the public and its filings are confidential. The Grievance Commission may dismiss, admonish, or recommend discipline up to revocation of license to the Supreme Court. The Supreme Court reviews and imposes or approves all discipline above a private admonition. All discipline above a private admonition is reported in a public opinion. There is no set schedule of meetings for the Grievance Commission, as panels are convened on an "as-needed" basis.

Commission Members

105 lawyers currently serve on the Grievance Commission. 25 lawyers are appointed from district 5C, 15 lawyers from 5A, 10 lawyers from 6, and 5 lawyers from each other judicial election district. 35 lay members are appointed from across the state. All grievance commission members are unpaid volunteers appointed by the Supreme Court for three-year terms. A complete list of all members of the Grievance Commission during 2020 may be found in attachment A to this report.

Attorney Beatriz A. Mate-Kodjo served as chairperson until June 30, 2021. Attorney Brian J. Williams was appointed by the Court to serve as chairperson effective July 1, 2021. Attorney Elizabeth Kellner-Nelson was designated to serve as vice-chair effective July 1, 2021.

Grievance Commission Staff

The Grievance Commission staff consists of one attorney and one assistant. Director of Boards and Commissions, Jessica Taylor, serves as administrator and Clerk of the Grievance Commission. Dorrie Marshall assists as her program manager.

What We Do

As part of its responsibility to supervise lawyers and in the interest of promoting public confidence in the legal system, the Iowa Supreme Court has created procedures for addressing complaints concerning alleged violations of the Iowa Rules of Professional Conduct. The Iowa Rules of Professional Conduct are located in Chapter 32 of the Iowa Court Rules.

Attorney Disciplinary Board

Public Inquiries

Board staff responded to at least 485 inquiries from the public (counted as new contacts entered into our case management system) in 2021, in each instance either directing the inquiring party to the appropriate resource or providing the party with a complaint form and/or information about the function and role of the Board. The Board also informally assisted hundreds of telephone callers with information about how to file complaints or search lawyers' disciplinary histories.

The Board provides information to the public through the iowacourts.gov website. Among the resources available to Iowans is a publication created by the Board, [Choosing and Working with a Lawyer](#). The Board provides a link to that booklet with every complaint form sent out to a member of the public.

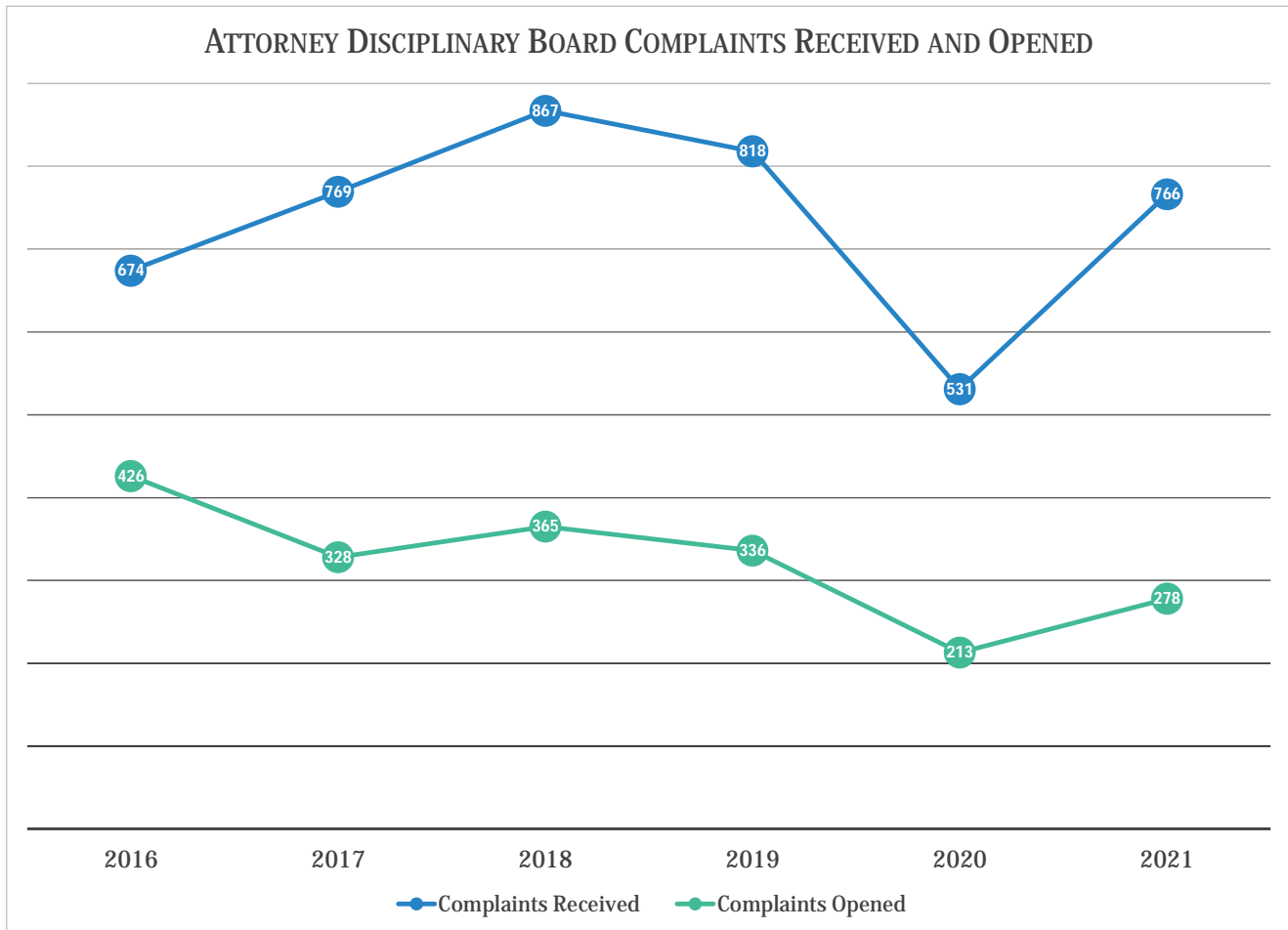
Complaint Intake

Since 2012, Iowa Court Rule 35.4 has given the director for attorney discipline the discretion not to open an investigation when the information provided by the complainant, "if true, would not constitute misconduct or incapacity, or if the complaint is facially frivolous, stale, lacking in adequate factual detail, duplicative, or outside the board's jurisdiction, or does not otherwise reasonably warrant investigation."

In 2021, 766 potential complaints were filed with the Board. The director exercised her discretion to decline to open investigations of 488 of them. Each potential complainant was notified of the decision not to investigate; many complainants chose to resubmit complaints with additional documentation.

The Board opened 278 matters for investigation and/or processing during 2021, not including probate delinquencies reported by clerks of the district court. This compares with 336 new complaint files opened during 2019 and 213 new complaint files opened during the pandemic year of 2020.

The COVID-19 pandemic resulted in reductions in both incoming and opened complaints to approximately 2/3 of typical numbers in 2020. By 2021, however, incoming and opened complaints had rebounded almost completely to pre-pandemic levels.

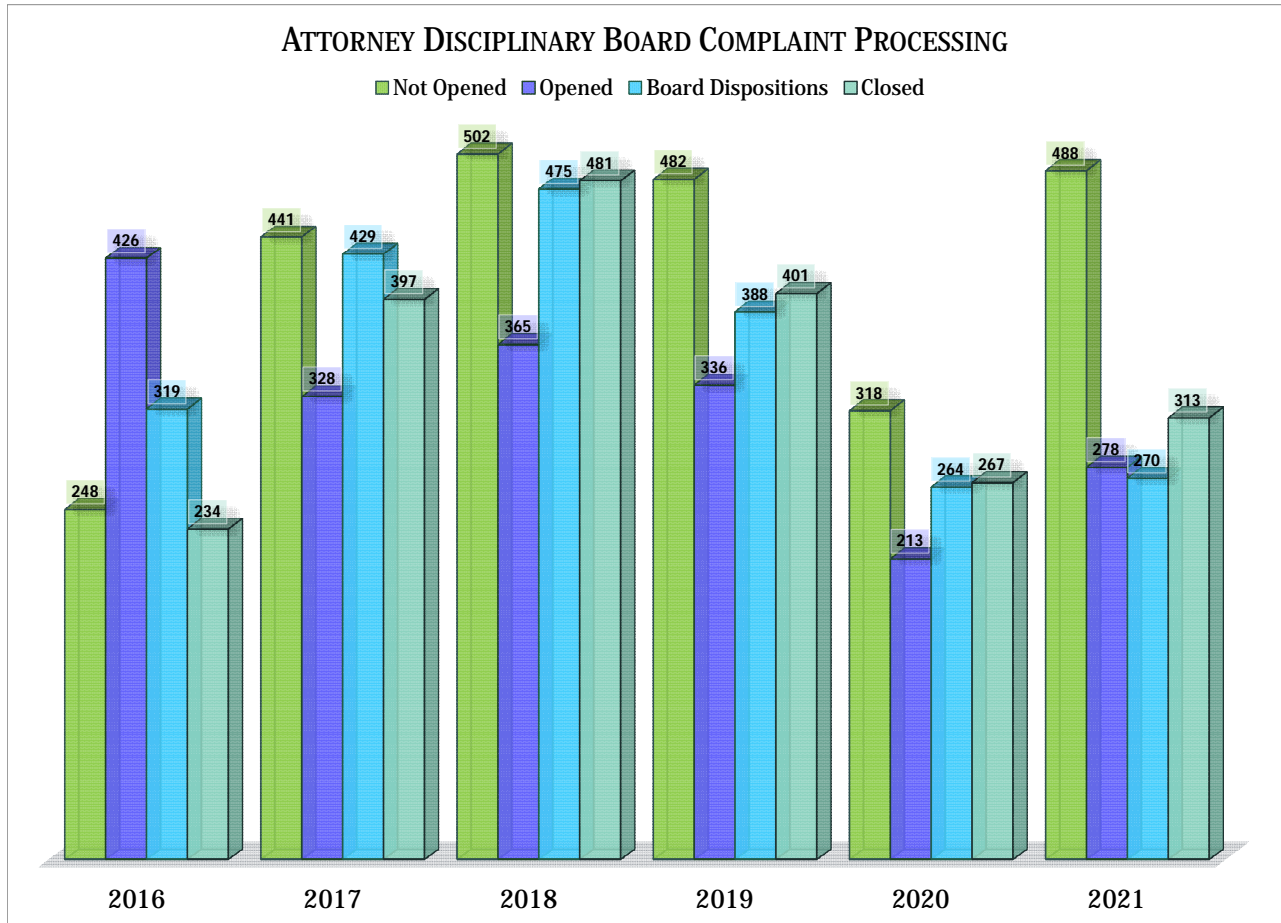


Investigation and Case Processing

Every complaint that receives a Board docket number is sent out to the respondent attorney by certified mail. The attorney must submit a response to the Board within 20 days of receipt of the complaint. Once the response is received, the matter is investigated by the Board's internal staff of investigators, paralegals, and attorneys.

The results of every investigation are consolidated into a written complaint summary (typically 2-4 pages in length) that is reviewed and considered by the volunteer members of the Attorney Disciplinary Board. The Board may dismiss the matter, privately admonish the attorney, or ask the Iowa Supreme Court to publicly reprimand, suspend, or disbar the attorney.

For the fifth consecutive year, the Board closed more matters than it opened. This pattern has eliminated the Board’s investigative backlog and has resulted in quicker and more efficient prosecutions when warranted. Case-processing times have fallen dramatically for all types of cases.



Board Determinations

The Board met quarterly as required by Court Rule in 2021. All meetings were held virtually, with a quorum present at every meeting in 2021: March, June, September, and December. The Board made determinations in 270 complaint files. “Determinations” are decisions by the Board as to what action should be taken on a particular complaint after investigation.

File Closures

In addition to tracking dispositions by the 12-member Board, the Board has tracked file closures since mid-2016. The number of file closures differs from the number of Board determinations because some determinations/dispositions (e. g., referrals for prosecution

or public reprimands) require further action by Board counsel, the Grievance Commission, or the Supreme Court before the matter may be completely closed.

The Board closed 313 matters involving 233 attorneys in 2021. In 2020, the Board closed 267 matters involving 217 attorneys.

File closures in 2021 included the following final dispositions:

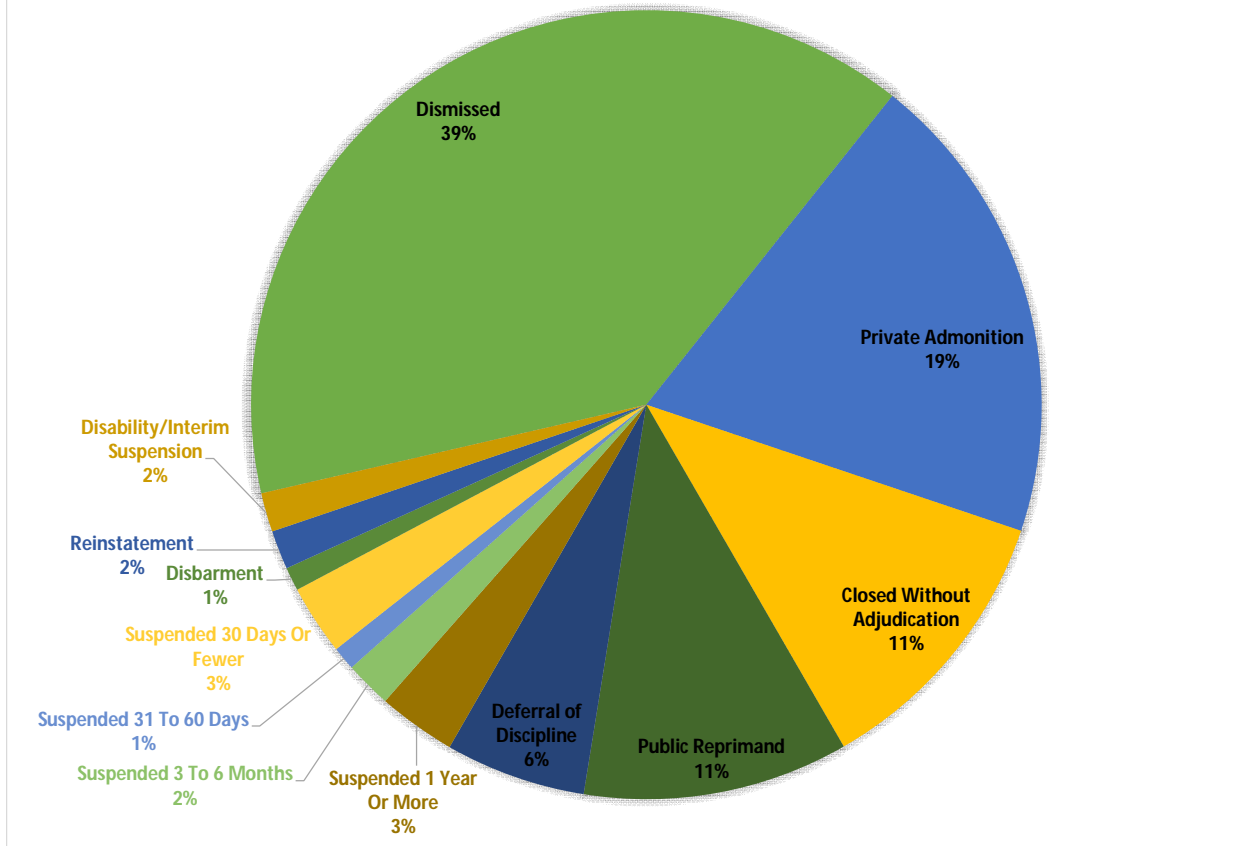
File Closures – Final Dispositions		Number of Matters	Percentage
Dismissed		123	39.3%
Private Admonition		61	19.5%
Closed Without Adjudication ¹		36	11.5%
Public Reprimand		34	10.9%
Suspensions (33 Board Files/10.5%)	<i>Disability Suspension</i>	4	1.3%
	<i>Interim Suspension</i>	1	0.3%
	<i>Suspended 1 Year Or More</i>	10	3.2%
	<i>Suspended 3 To 6 Months</i>	6	1.9%
	<i>Suspended 31 To 60 Days</i>	3	1.0%
	<i>Suspended 30 Days Or Fewer</i>	9	2.9%
Disbarment/Revocation		3	1.0%
Reinstatement		5	1.6%
Deferral of Discipline		18	5.8%
Grand Total		313	100.0%

As is typical every year, no public discipline was imposed in well over three quarters of the complaints that were closed in 2021. Dismissals, private admonitions, closures without adjudication, deferrals of discipline, and reinstatements always make up the bulk of the Board’s caseload.

Public reprimands, suspensions, and disbarments are more time-consuming on a case-by-case level, but involve far fewer individual complaints and far fewer Iowa lawyers. The following pie chart illustrates this pattern.

¹ Closures without adjudication often occur due to the death, disability, disappearance, or disbarment of the Respondent or when a particular complaint is combined into or consolidated with other pending matters. In addition, when new complaints arrive while a prosecution is underway, the Board may wait for disposition by the Court and make a later determination about whether to take further action.

Final ADB Matter Dispositions in 2021 (n=313 matters; 233 lawyers)



Areas of Law

As of April 2016, the Board began tracking the areas of law that give rise to disciplinary complaints that are opened and investigated. The following are the areas of law from which the 313 Board file closures in 2021 originated:

Area of Law - Matters closed in 2021	Number of Matters	Percentage
Criminal	78	24.92%
Other ² (inc. conduct outside of practice)	52	17.89%
Probate	39	12.46%
Family Law	38	12.14%
Civil	22	7.03%
Juvenile	15	4.79%
Appellate (including juv./crim. appeals)	15	4.79%

² “Other” includes attorneys’ conduct outside of practice and matters arising from areas of practice not listed above. This category includes criminal charges against a lawyer, certain types of conflicts of interest (including sexual relationships with clients), and other conduct that is not directly tied to a practice area or type of law.

Area of Law – Matters closed in 2021	Number of Matters	Percentage
Personal Injury	10	3.19%
Immigration	9	2.88%
Foreclosure/Bankruptcy	8	2.56%
Real Estate	6	1.92%
Contract Disputes	3	0.96%
Disability	3	0.96%
Consumer	3	0.96%
Employment	3	0.96%
Commercial Litigation	3	0.96%
Professional Liability	2	0.64%
Grand Total	313	100.00%

Sources of Complaints

The Board tracks both criminal defendant and family law client complaints separately from complaints received from other types of clients. Criminal cases and family law cases are often emotionally wrenching for clients, and they are frequently disappointed in the outcomes and with their lawyers' efforts in those cases.

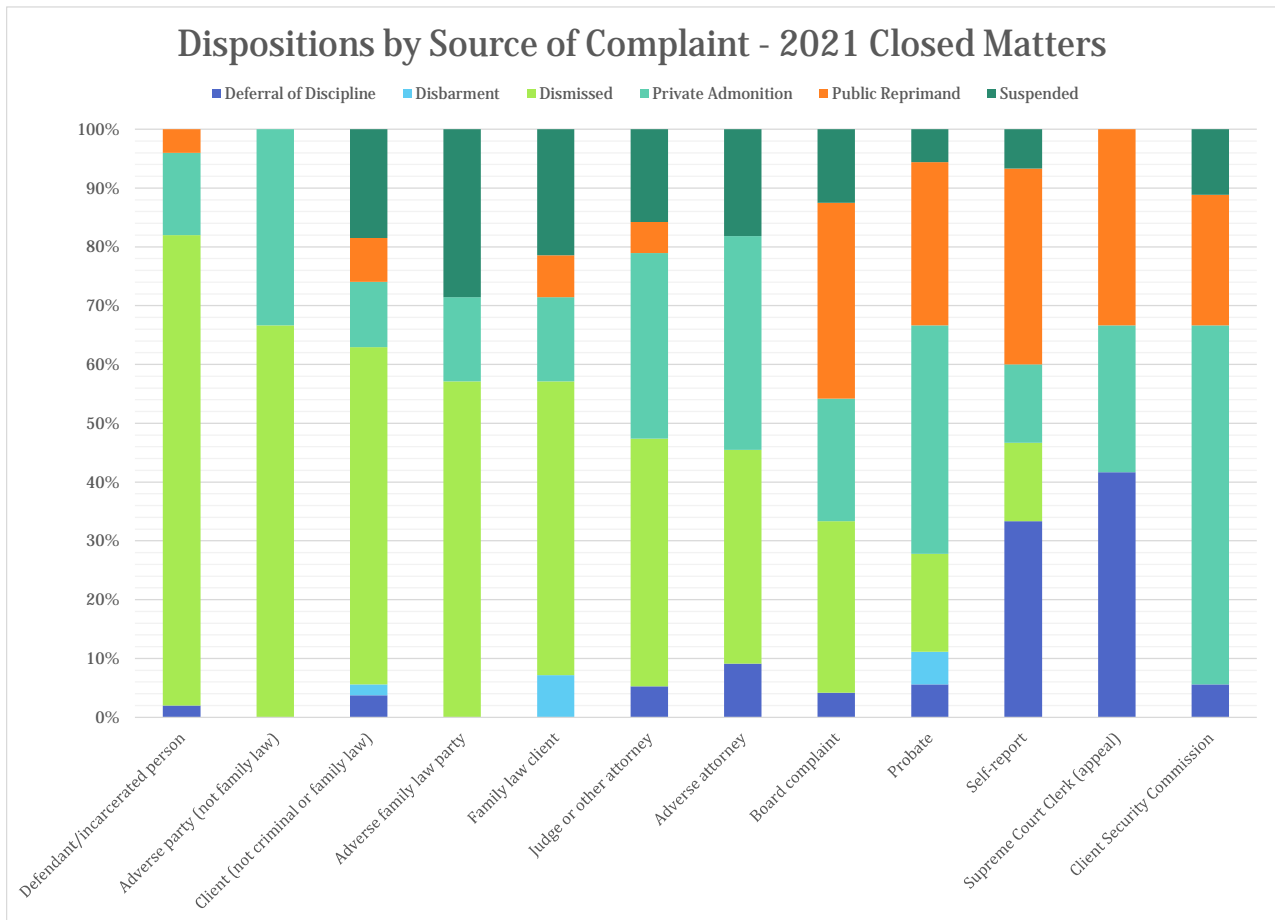
Sources of complaints – Matters closed in 2021	Number of Matters	Percentage
Client (other than criminal or family law)	59	18.85%
Prisoner or criminal defendant	52	16.61%
Board complaint ³	32	10.22%
Other ⁴	28	8.95%
Judge or other attorney	25	7.99%
Family law client	20	6.39%
Client Security Commission	20	6.39%
Probate	19	6.07%
Attorney or member of attorney's firm (self-report)	17	5.43%
Adverse attorney	13	4.15%
Supreme Court Clerk (upon dismissal of appeal)	12	3.83%
Adverse party	9	2.88%
Adverse family law party	7	2.24%
Grand Total	313	100.0%

³ The Board is authorized by Iowa Court Rule 35.1 to open investigations on its own motion.

⁴ "Other" sources include members of the public who are neither clients nor opposing parties. This group of Board matters also includes reinstatements, interim suspensions, and other administrative matters handled by the Board.

The Board also identifies trends in dispositions depending on the source of the complaint. Generally speaking, complaints from criminal defendants/incarcerated individuals, adverse parties, and family law clients are more likely to result in dismissal after investigation than are complaints initiated by the Clerk of the Iowa Supreme Court, self-reports by lawyers, and complaints by judicial officers.

For example, 80% of the matters brought to the Board’s attention by a criminal defendant/incarcerated person that were closed in 2021 were resolved by dismissal after investigation. The chart below breaks down dispositions in matters closed in 2021 according to their sources.



Ethics Violations Alleged

The ethical violation most often alleged was neglect or incompetence (alleged in 156 of 313 matters, or nearly 50% of the matters reaching final disposition in 2021). Other alleged misconduct appears in the table below. Complainants often make more than one allegation in a particular Board matter; among the 313 matters closed in 2021, 449 distinct allegations were made.

Alleged Misconduct	Number of Allegations	Percentage (out of 313 matters)
Neglect and incompetence	156	49.8%
Fraud, deceit, dishonesty, or misrepresentation	64	20.4%
Misappropriation or mishandling of money or property	38	12.1%
Failure to follow Court orders/deadlines	33	10.5%
Conflict of interest	31	9.9%
Trust account irregularities	24	7.7%
Attorney misconduct	21	6.7%
Pretrial or trial conduct	21	6.7%
Fees	16	5.1%
Other	12	3.8%
Criminal conviction	8	2.6%
Aiding or engaging in unauthorized practice of law	7	2.2%
Confidentiality	6	1.9%
Frivolous litigation	4	1.3%
Communication with adverse party	3	1.0%
Prosecutorial misconduct	3	1.0%
Threatening criminal prosecution	1	0.3%
Failure to report ethical violation	1	0.3%
Grand Total	449 allegations in 313 matters	100.0%

Ethics Violations Found

In 2021, 98 different attorneys were found to have violated our governing ethics rules in 123 disciplinary matters. In many matters, more than one rule violation occurred. The Board tracks violations identified in matters resolved by public discipline (reprimand, suspension, or disbarment) along with those resolved by a private admonition by the Board.

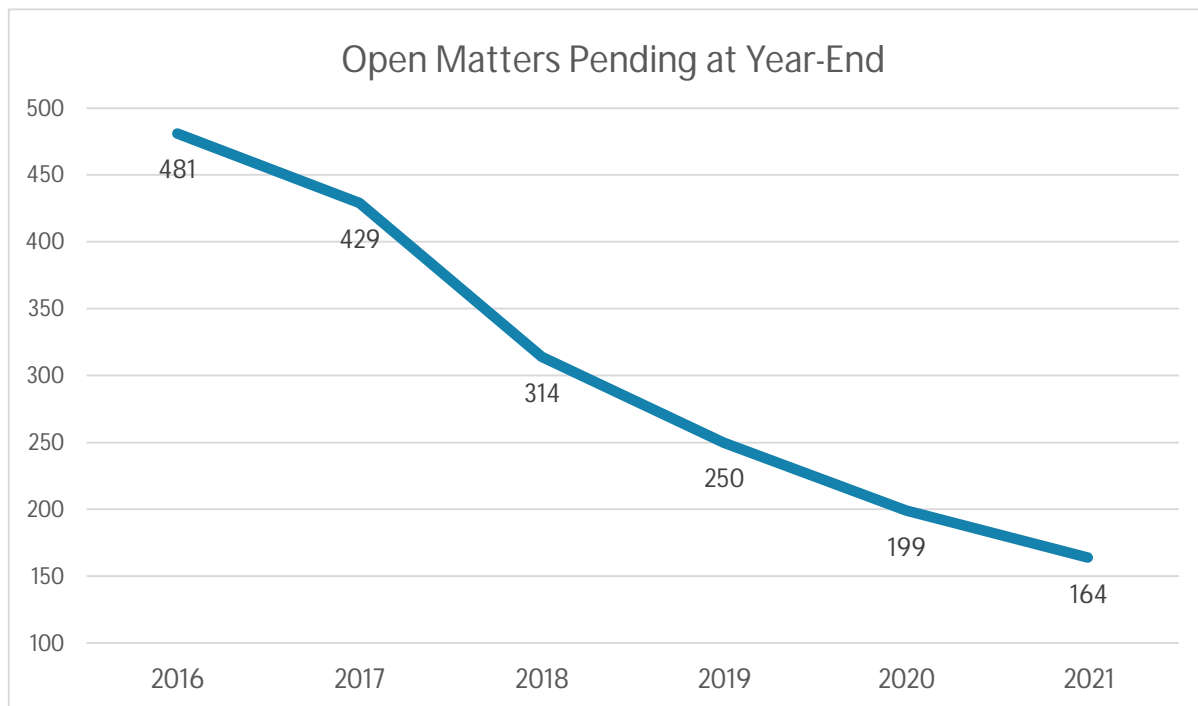
The pattern of actual violations differs notably from the pattern of alleged violations. The most commonly found violations were of Iowa Rules of Professional Conduct 32:8.4 (Misconduct), 32:1.3 (Diligence), 32:1.15 (Safekeeping Property), and 32:1.4 (Communication).

Violations Found – Matters Closed in 2021	Found in this number of Board matters	Percentage (out of 123 matters)
Rule 32:8.4 Misconduct	47	38.2%
Rule 32:1.3 Diligence	29	23.6%
Rule 32:1.15 Safekeeping property	28	22.8%
Rule 32:1.4 Communication	27	22.0%
Rule 45.2 Action required upon receiving funds	22	17.9%
Rule 32:8.1 Bar admission and disciplinary matters	13	10.6%
Rule 32:3.2 Expediting litigation	12	9.8%
Rule 32:5.3 Responsibilities regarding nonlawyer assistance	11	8.9%
Rule 32:1.5 Fees	11	8.9%
Rule 32:1.2 Scope of representation and allocation of authority between client and lawyer	7	5.7%
Rule 32:3.3 Candor toward the tribunal	7	5.7%
Rule 45.7 Advance fee and expense payments	6	4.9%
Rule 32:3.4 Fairness to opposing party and counsel	6	4.9%
Rule 32:1.8 Conflict of interest: current clients: specific rules	5	4.1%
Rule 32:1.9 Duties to former clients	5	4.1%
Rule 32:3.1 Meritorious claims and contentions	4	3.3%
Rule 32:1.6 Confidentiality of information	3	2.4%
Rule 32:1.16 Declining or terminating representation	3	2.4%
Rule 32:1.7 Conflict of interest: current clients	2	1.6%
Rule 32:4.1 Truthfulness in statements to others	2	1.6%
Rule 32:8.2 Judicial and legal officials	2	1.6%
Rule 32:8.3 Reporting professional misconduct	2	1.6%
Rule 32:3.5 Impartiality and decorum of the tribunal	2	1.6%
Rule 32:1.1 Competence	2	1.6%
Rule 32:4.2 Communication with person represented by counsel	2	1.6%
Rule 32:4.4 Respect for rights of third persons	2	1.6%
Rule 32:5.5 Unauthorized practice of law; multijurisdictional practice of law	2	1.6%

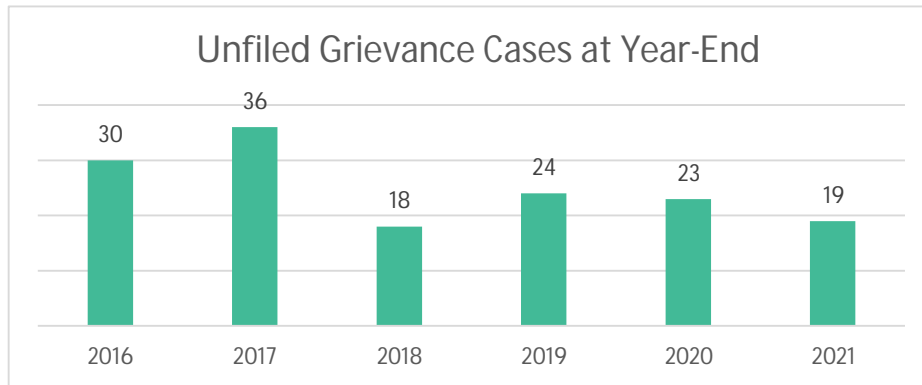
Violations Found – Matters Closed in 2021	Found in this number of Board matters	Percentage (out of 123 matters)
Rule 32:5.7 Responsibilities regarding law-related services	1	0.8%
Rule 32:1.11 Special conflicts of interest for former and current government officers and employees	1	0.8%
Rule 45.1 Requirement for client trust account	1	0.8%
Rule 45.10 Flat fee	1	0.8%
Grand Total	268 violations in 123 matters	100%

Matters Pending at Year-End

164 Board matters were pending, under investigation, awaiting prosecution, or being processed at the Board, Grievance Commission, or Supreme Court levels at the end of 2021. This continues a downward trend that began in 2016 and reflects quicker and more efficient case handling at all stages of the Board's work.



Among those pending matters were 19 cases assigned for prosecution before the Grievance Commission that had not yet been filed with the Grievance Commission. Ten of those matters were assigned for prosecution in the last three months of 2021.



Because disciplinary prosecutions proceed with an expedited timeline, significant pre-filing preparation is necessary to ensure that necessary witnesses and evidence will be available for hearing. Despite the challenges of the COVID pandemic, prosecutions continue to move forward more rapidly and efficiently than at any time in the Board’s recent history.

Probate Delinquencies

The Board received 581 certifications from clerks of the district court of 348 individual lawyers’ failures to cure probate delinquencies during 2021. Each certification of delinquency represents a probate matter that an attorney allowed to become delinquent as of December 1 or June 1, the dates on which the clerks of the district courts must issue notices of delinquency in individual dockets.

Typically, these certifications are provided to the Board by State Court Administration approximately 90 days after their filing in the district courts. For each certification, a formal Attorney Disciplinary Board “notice to cure” letter was generated and mailed to the attorney. The attorney was notified that failure to certify to the Board within 30 days that the matter was no longer delinquent would result in the opening of a formal disciplinary investigation. Thirteen (13) such probate delinquency matters, involving 9 attorneys, were converted to Board matters upon the attorneys’ failures to cure the delinquencies.

This procedure allows the Board to identify problems more rapidly than in the past and gives the Board the opportunity to consolidate matters involving the same attorney for Board consideration.

Deferrals of Discipline

Thirteen (13) attorneys entered into deferral of discipline agreements with the Board in 2021, as authorized by Court Rule 35.14. Compliance with the terms of deferral agreements is monitored by the Board’s administrator and paralegal.

The Board includes a paragraph about the deferral rule in every notice of disciplinary complaint it generates, as a reminder and invitation to respondent lawyers to review the rule and propose a deferral if the circumstances might warrant that option. The Board also suggests deferral in appropriate matters.

Educational Outreach & Proactive Management-Based Regulation (PMBR)

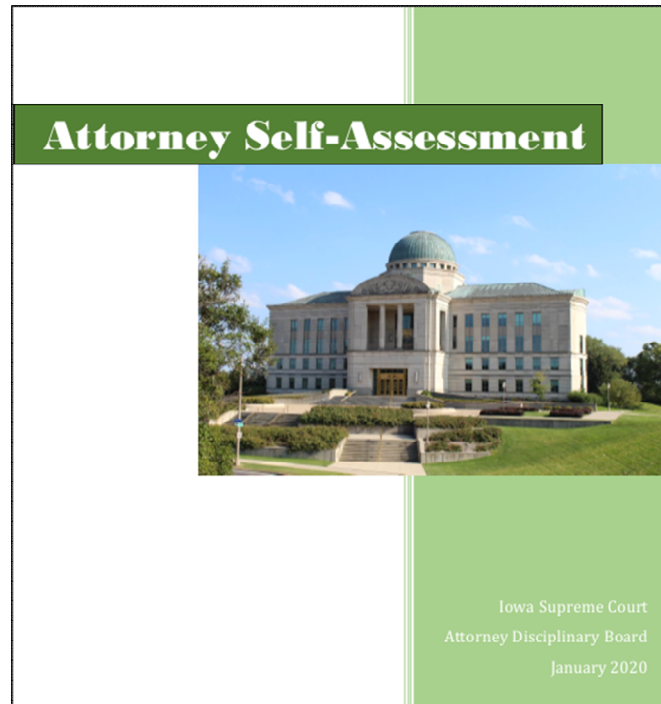
During 2019, the Board prepared and published a handbook entitled “[Choosing and Working with a Lawyer](#),” which is available to the public online. The handbook is designed to help clients and potential clients work productively with Iowa attorneys. The web link to this handbook is supplied by the Board to all members of the public who request attorney complaint forms.

In 2019, both the American Bar Association and the National Conference of Chief Justices adopted resolutions urging legal regulators to consider proactive approaches to prevention of ethics problems before they occur, usually called “proactive management-based regulation” or PMBR. The Board has joined national and international regulators in developing proactive regulatory resources. During 2020, the Board created and circulated an [Iowa Attorney Self-Assessment](#) tool for Iowa lawyers to review their understanding of and compliance with our governing ethics rules.

The Self-Assessment addresses the following areas: competence, communication, confidentiality, conflicts of interest, records management, staff and office management, financial management, access to justice, client development, well-being, and inclusivity. It contains 314 questions, commentary on the applicable ethics rules, and links to rules and resources.

The Self-Assessment tool is a required component of every deferral agreement and has received national attention from other regulatory entities.

The Board continues to provide continuing education (CLE) programming and outreach to Iowa’s law schools and legal organizations. The Board’s staff are actively involved with the



National Organization of Bar Counsel (NOBC) and the Organization of Bar Investigators (OBI) and serve in leadership/committee positions in both organizations.

In 2021, Board staff provided CLE or instruction to the following groups:

January 29, 2021	Story County Bench-Bar Seminar, Ames, IA
February 11, 2021	National Organization of Bar Counsel (NOBC), Virtual
February 26, 2021	Iowa Academy of Trial Lawyers
March 5, 2021	Drake Law Clinic, Des Moines
March 12, 2021	Judicial Branch Lunch & Learn, Virtual
April 7, 2021	Drake Law Practice Management Class, Des Moines
April 30, 2021	Juvenile Judges, Iowa Judicial Branch
May 21, 2021	Iowa & Nebraska Immigration Lawyers, Virtual
June 3, 2021	Iowa Lawyers' Chautauqua, Virtual
July 9, 2021	Polk County Attorney, Des Moines
July 28, 2021	Polk County Women Attorneys, Virtual
August 11, 2021	Iowa State Public Defender, Virtual
September 23, 2021	ISBA Bankruptcy CLE
September 24, 2021	ISBA Corporate Counsel/Trade Regulation CLE
October 6, 2021	Drake Law Criminal Law Class, Des Moines
October 7, 2021	ISBA Welcome to the Bar CLE
October 12, 2021	Iowa Judicial Branch Fall Judges Conference, Virtual
October 18, 2021	Iowa Legal Aid CLE, Des Moines
October 29, 2021	8 th Judicial District Bench-Bar Conference, Fairfield
November 3, 2021	Legislative Services Agency and Caucus Staff CLE, Des Moines
November 5, 2021	Polk County Bar Association General Practice CLE
November 12, 2021	Iowa Association of Criminal Defense Lawyers, Des Moines
December 9, 2021	ISBA Webinar, Social Media and Ethics
December 9, 2021	Linn County Bar Association CLE, Virtual
December 20, 2021	ISBA Free Webinar, Why We're Talking About Well-Being

Grievance Commission

Annual Filings

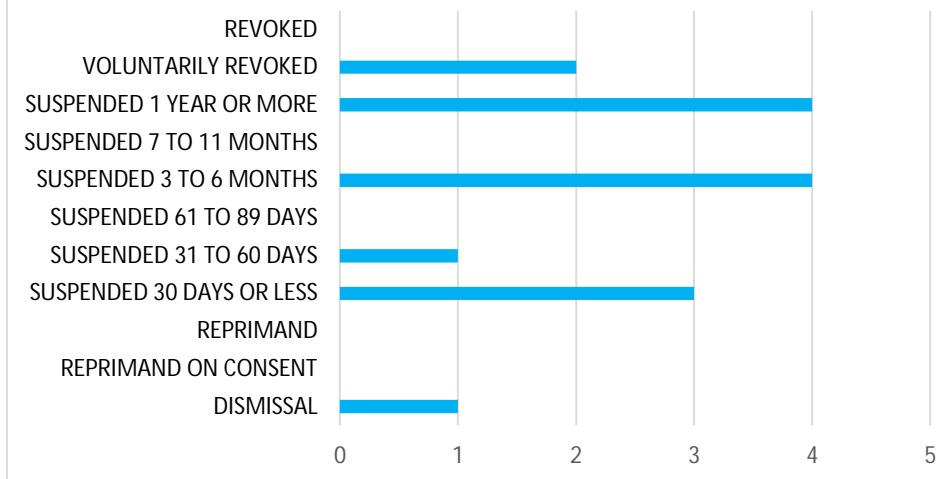
During calendar year 2021, the Grievance Clerk recorded 14 new Grievance Commission filings by the ADB. There were three hearings before the Grievance Commission. One case was voluntarily dismissed by the ADB. At the end of 2021, there were eight matters pending to be resolved:

	2021	2020	2019	2018	2017	2016	2015
Grievance Matters Pending on Jan 1st	10	17	27	13	15	18	22
Grievance Matters Filed During Year	14	14	19	34	15	11	15
Grievance Hearings Held During Year	3	6	12	9	6	11	13
Final Disposition of Grievance Matters During Year	15	20	29	20	17	13	19
Grievance Matters Pending on 12/31	8	10	17	27	13	15	18

Dispositions

In 2021, the Iowa Supreme Court reached final disposition in 15 grievance matters. The Court issued 30 public reprimands. Of the 12 suspensions issued by the Court, seven were consented to by the Respondents. Two cases resulted in revocation, both of which were consented to by the Respondents. One case was dismissed by the Court.

Iowa Supreme Court Disposition Summary 2021



Attachment B to this report sets forth the allegations made against each respondent by the Board, the Grievance Commission panel's findings and recommendation, and the ultimate disposition by the Iowa Supreme Court.

Disability and Other Discipline Orders

Authority for disability or disciplinary orders exists in portions of the Iowa Court Rules outside the scope of the Grievance Commission function. They include matters such as suspensions for failure to comply with the mandatory reporting requirements, failure to comply with specific court obligations or temporary suspensions for failing to respond to inquiries by the attorney disciplinary board or client security commission. During calendar year 2021, the following orders were entered under these other provisions of the Iowa Court Rules:

	2021	2020	2019	2018	2017
Suspensions based on failure to comply with continuing legal education or client security reporting and fee payment duties under chapters 39 through 42 of the Iowa Court Rules	35	23	18	14	15
Public reprimands issued directly by the Attorney Disciplinary Board, with court approval, under Iowa Court Rule 35.12	30	16	28	14	18
Temporary suspensions issued under Iowa Court Rule 35.7 based on failure to respond to notice of complaints received by the Attorney Disciplinary Board	3	6	3	5	8
Suspensions issued due to lawyer disability per Iowa Court Rule 34.17	4	2	3	3	2
Suspensions based on abandonment of practice as per Iowa Court Rule 34.18	0	0	0	0	1
Reprimands, suspensions, or revocations issued based on the reciprocal discipline provisions of Iowa Court Rule 34.19	0	3	1	1	0
Suspensions or revocations issued based on receipt of a certified copy of judgment in a criminal prosecution under the provisions of Iowa Court Rule 34.15	0	0	0	0	3
Suspensions based on failure to comply with auditing or claim investigation requirements of the Client Security Commission, based on the authority of Iowa Court Rule 39.12	1	0	5	2	1
Suspensions based on failure to honor child support, college student loan obligations, or tax based on the provisions of Iowa Court Rules 34.20, 34.21, or 34.22	0	1	1	4	0
Suspensions based on a substantial threat of serious harm to the public, based on Iowa Court Rule 34.14	1	0	0	2	0

Financial Overview

Since 1995, every bar member, unless exempt, has been required to pay to the Client Security Commission an annual fee as determined by the Court to finance the disciplinary system. The annual fee is used to pay operating expenditures for the Attorney Disciplinary Board, Iowa Lawyers Assistance Program, Grievance Commission, and the Commission on the Unauthorized Practice of Law. The annual fee was increased from \$175 to \$200 in 2018. Attorneys pay the annual fee as part of the filing of their annual Client Security report.

The Client Security Commission has established separate bookkeeping records and accounts for funds received to finance the disciplinary system. A Disciplinary Fund checking account has been established for disciplinary operations. The required annual fees received from attorneys to finance the disciplinary system are deposited initially in the Investment Account of the Client Security Commission, and then transferred to the Disciplinary Fund checking account. When rates of return warrant, funds deposited to the Disciplinary Fund checking account are diverted to interest-bearing certificates of deposit insured by the Federal Deposit Insurance Corporation or a savings account, to the extent not necessary to support current operations of the Grievance Commission or the other entities supported by the disciplinary fee.

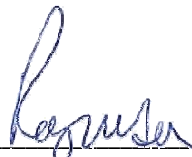
During the fiscal year July 1, 2020, through June 30, 2021, annual fees received to finance the disciplinary system totaled \$1,873,737, which included the annual fees, late filing fees, investment income, and reimbursement of disciplinary costs paid.

Total expenditures made for the disciplinary system during fiscal year 2020-2021 were \$1,726,091. The Client Security Commission paid a total of \$1,337,749 for the fiscal year 2020-2021 operating budget of the Iowa Supreme Court Attorney Disciplinary Board. The Commission also paid operating expenditures for the Grievance Commission totaling \$275,990, operating expenses of the Commission on the Unauthorized Practice of Law totaling \$32,427, and a subsidy for the Iowa Lawyers Assistance Program totaling \$79,925.

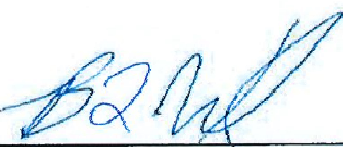
The Grievance Commission and seven other boards, commissions, or functions administered by the main office of the Office of Professional Regulation share staff, files, and equipment to minimize operating expenses. The accounting and budget years for the boards and commissions are standardized on the same fiscal year as state government generally. On June 24, 2021, the Court approved operating budgets attached at Attachment C for the Grievance Commission, the Commission on the Unauthorized Practice of Law, and for the Attorney Disciplinary Board for the fiscal year July 1, 2021, through June 30, 2022. Continued cooperation between all of the boards and commissions administered by the Office of Professional Regulation makes it possible to operate within these budgets.

Dated: February 24, 2022.

THE IOWA SUPREME COURT
ATTORNEY DISCIPLINARY BOARD

By 
Reyne See, Chair

GRIEVANCE COMMISSION OF THE SUPREME COURT
OF IOWA

By 
Brian J. Williams, Chair

- Attachment A: Grievance Commission Members During 2021
- Attachment B: Synopses and Reports Regarding Grievance Cases Reaching Final Disposition During Calendar Year 2021
- Attachment C: OPR Budgets for FY2021-22

**ATTACHMENT A
GRIEVANCE COMMISSION MEMBERS SERVING DURING 2021**

<u>CHAIRPERSON</u>	<u>TERM EXPIRES</u>
<i>Beatriz A. Mate-Kodjo (until 6-30-21)</i>	6-30-21 (as chair)
<i>Brian J. Williams (effective 7-1-21)</i>	6-30-22
1A	
<i>Maureen Quann</i>	6-30-22
<i>Natalia H. Blaskovich</i>	6-30-23
<i>Tonya A. Trumm</i>	6-30-24
<i>John W. Bernau</i>	6-30-24
<i>Richard Kirkendall</i>	6-30-23
1B	
<i>Susan M. Abernathy</i>	6-30-22
<i>Jennifer Schwickerath</i>	6-30-23
<i>Tiffany Kragnes</i>	6-30-21
<i>Adam R. Junaid</i>	6-30-24
<i>Brian J. Williams</i>	6-30-22
<i>Yeshimebet Abebe</i>	6-30-23
2A	
<i>Matthew F. Berry</i>	6-30-22
<i>Mark L. Walk</i>	6-30-22

Kelsey A. Beenken 6-30-24

Michael Moeller 6-30-23

Nellie D. O'Mara 6-30-23

2B

Shawn Smith 6-30-21

Mary Howell Sirna 6-30-22

Jessica A. Reynolds 6-30-22

Laura A. Eilers 6-30-23

Amanda B. Knief 6-30-23

James L. Goodman 6-30-24

3A

Kristi J. Busse 6-30-22

Melanie Summers Bauler 6-30-23

James L. Lauer 6-30-24

Michael L. Sandy 6-30-23

Jennifer A. Bennett Finn 6-30-23

John M. Sandy¹ 6-30-23

3B

C. Michelle Venable-Ridley 6-30-23

Ian McConeghey 6-30-23

Richard H. Moeller 6-30-22

Andrea H. Buckley 6-30-24

¹ No longer serving; appointed as District Court Judge in March 2021.

Lindsey R. Buchheit 6-30-24

4

Jon Heisterkamp 6-30-21

Jon J. Narmi 6-30-23

Naeda E. Elliott 6-30-23

Katherine Murphy 6-30-22

Lilly A. Richardson-Severn 6-30-23

William C. Bracker 6-30-24

5A

Beatriz A. Mate-Kodjo 6-30-22

Peter W. Blink 6-30-22

Katie L. Ranes 6-30-23

Stacie Codr 6-30-21

Chad Boehlje 6-30-21

Janet Burkhead 6-30-21

Tyler L. Eason 6-30-24

Samuel H. Braland 6-30-24

Brent Hinders 6-30-22

Julie J. Bussanmas 6-30-24

Daniel Herting 6-30-24

Kellen Corbett 6-30-24

<i>Molly McConville Weber</i> ²	6-30-23
<i>Patrick B. White</i>	6-30-23
<i>Hilary J. Montalvo</i>	6-30-23
<i>Kristi V. Holzer</i>	6-30-22
<i>Michelle F. Ingle</i>	6-30-22
<i>Joshua R. Strief</i>	6-30-23
<i>Erica W. (Clark) Crisp</i> ³	6-30-23

5B

<i>Jenna Lain</i>	6-30-21
<i>Melissa Larson</i>	6-30-21
<i>Kristian E. Anderson</i>	6-30-23
<i>Meggen L. Weeks</i>	6-30-23
<i>Andrew J. Zimmerman</i>	6-30-22
<i>Diana L. Rolands</i> ⁴	6-30-23

5C

<i>Elizabeth A. Kellner-Nelson</i>	6-30-24
<i>Julie Pottorff</i>	6-30-21
<i>Loree Nelson</i>	6-30-21
<i>Courtney T. Wilson</i>	6-30-24
<i>Erin E. Schneider</i>	6-30-23

² No longer serving; began employment with State Court Administration in June 2021.

³ No longer serving; appointed as a District Associate Judge in September 2021.

⁴ No longer serving; moved out of state in 2021.

<i>Gregory A. Witke</i>	6-30-22
<i>David M. Erickson</i>	6-30-22
<i>Jonathan E. Kramer</i>	6-30-23
<i>Caroline K. Bettis</i>	6-30-23
<i>Michael A. Carmoney</i>	6-30-23
<i>Katie A. Ervin Carlson</i>	6-30-23
<i>John Fatino</i>	6-30-21
<i>Thomas H. Walton</i>	6-30-21
<i>Joseph Gamble</i>	6-30-21
<i>Carol Moser</i>	6-30-21
<i>Amy S. Montgomery</i>	6-30-22
<i>Tammi Blackstone</i>	6-30-22
<i>Christine Lebron Dykeman</i>	6-30-22
<i>Mary A. Triick</i>	6-30-23
<i>Erin C. Lain</i>	6-30-22
<i>Ashley A. Tollakson</i>	6-30-22
<i>Jill A. Eimermann</i>	6-30-24
<i>Mark Gray</i>	6-30-22
<i>Patrick D. Smith</i>	6-30-23
<i>Sharon M. Wegner</i>	6-30-23
<i>Michael A. Dee</i>	6-30-24
<i>Ashley M. Sparks</i>	6-30-24

<i>Mitchell R. Kunert</i>	6-30-24
<i>Nicole A. Riggs</i>	6-30-24
<i>Michelle R. Mackel-Wiederanders</i>	6-30-24
<i>Sarah E. Dewein</i>	6-30-24

6

<i>Melody Butz</i>	6-30-21
<i>Mark Fisher</i>	6-30-21
<i>Lisa M. Epp</i>	6-30-22
<i>Alex J. Anderson</i>	6-30-23
<i>Elizabeth J. Craig</i>	6-30-23
<i>Jennifer Zahradnik</i>	6-30-21
<i>Thomas Hobart</i>	6-30-21
<i>Joseph W. Younker</i>	6-30-24
<i>Eric W. Lam</i>	6-30-22
<i>Matthew D. Dake</i>	6-30-23
<i>Crystal L. Usher</i>	6-30-22
<i>Lynn M. Rose</i>	6-30-24
<i>Kevin C. Rigdon</i>	6-30-24
<i>Nekeidra R. Tucker</i>	6-30-24

7

<i>Ralph W. Heninger</i>	6-30-23
<i>Elizabeth J. Cervantes</i>	6-30-24

<i>Lisa R. (Jones) Maidak</i>	6-30-22
<i>Jean Z. Dickson</i>	6-30-23
<i>Jennifer L. Kincaid</i>	6-30-24
<i>Andrew J. Hosmanek</i>	6-30-24

8A

<i>Susan C. Scieszinski</i>	6-30-24
<i>Andrew J. Ritland</i>	6-30-23
<i>Ryan J. Mitchell</i>	6-30-23
<i>Ashley L. Walkup</i>	6-30-24
<i>Cynthia D. Hucks</i>	6-30-24

8B

<i>Darin R. Stater</i>	6-30-22
<i>Brent R. Ruther</i>	6-30-22
<i>Heidi D. Van Winkle</i>	6-30-23
<i>Gregory A. Johnson</i>	6-30-23
<i>John C. Miller</i>	6-30-21

LAY MEMBERS

1A

Christopher B. Budzisz 6-30-24

Kelly Francois 6-30-22

1B

Miriam Brown Tyson 6-30-21

David Buck 6-30-23

Lee Tolbert 6-30-24

2A

Scott Flory 6-30-23

Terrishane Mathews 6-30-23

2B

Nathan Wilson 6-30-23

Julie Huisman 6-30-23

3A

E. John Wittneben 6-30-21

DeNeitt VanDenBroeke 6-30-23

William Anderson 6-30-24

3B

Flora M. Lee 6-30-22

Douglas VanDerVoort 6-30-21

Carie LaBrie 6-30-24

<u>4</u>		
	Marsha Park	6-30-21
	Cynthia Keithley	6-30-23
	Mary Gunderson	6-30-24
<u>5A</u>		
	Luke Behaunek	6-30-22
	Kathrine A. Brown	6-30-22
	Denise Rudolph	6-30-24
<u>5B</u>		
	Todd Kale	6-30-23
	Katie Davidson	6-30-23
<u>5C</u>		
	Wanda Noble	6-30-21
	Carl McPherson	6-30-24
	Justine M. Morton	6-30-24
	Elizabeth Todd⁵	6-30-22
	Jane Rider	6-30-22
	Scott Arnburg	6-30-23
	Anita Allwood	6-30-23
	Jerry Lemons	6-30-24

⁵ Resigned in 2021.

6

Trish Ellison	6-30-21
D. Suzanne Buffalo	6-30-21
Kathy Maxwell	6-30-21
Julie Hubbell	6-30-22
Joy Mauskemo	6-30-23
Sidot Shipley	6-30-24
Barbara McFadden	6-30-24

7

Amy McClure Swearington	6-30-22
Jim Tiedje	6-30-23

8A

Nellie Coltrain	6-30-23
Jerry Droz	6-30-21

8B

Robert Helscher	6-30-21
Jim DenAdel	6-30-23
Kathleen Cahill	6-30-24

ATTACHMENT B

**SYNOPSIS AND REPORTS REGARDING CASES REACHING
FINAL DISPOSITION
DURING CALENDAR YEAR 2021**

<p>Iowa Supreme Court Atty. Disc. Bd. v. Michael H. Said Grievance Case No. 887 Iowa S. Ct. No. 20-0797 – January 8, 2021</p>
<p>Attorney Disciplinary Board Allegations: The board alleged a number of violations related to competence, diligence, promptness, client disclosures and communication, conflict of interest, and charging unreasonable fees.</p>
<p>Grievance Commission Findings, Conclusions, and Recommendations: The commission found violations of some, but not all, of the rules alleged by the Board. The commission recommended a public reprimand.</p>
<p>Iowa Supreme Court Opinion: The Court agreed with some, but not all, of the commission’s findings on rule violations, but imposed a 30-day suspension due to aggravating factors, primarily the attorney’s prior disciplinary record.</p>
<p>Iowa Supreme Court Atty. Disc. Bd. v. Bruce A. Willey Grievance Case No. 889 Iowa S. Ct. No. 21-0214 – October 15, 2021</p>
<p>Attorney Disciplinary Board Allegations: The board alleged a number of violations related to conflicts of interest, prohibitions on entering into business transactions with a client, and engaging in dishonesty, fraud, deceit, or misrepresentation. The underlying conduct pre-dated the attorney’s prior discipline, but was not known to the Court at the time the prior discipline was imposed.</p>
<p>Grievance Commission Findings, Conclusions, and Recommendations: The commission found violations of most, but not all, of the rules alleged by the Board. The commission recommended a 30-day suspension.</p>
<p>Iowa Supreme Court Opinion: The Court agreed with most of the commission’s findings on rule violations, and agreed with the commission’s recommendation of a 30-day suspension.</p>

Iowa Supreme Court Atty. Disc. Bd. v. Stephen W. Newport

Grievance Case No. 889

Iowa S. Ct. No. 20-1004 – February 19, 2021

Attorney Disciplinary Board Allegations: The board alleged violations related to the attorney's sexual harassment and abuse of two clients.

Grievance Commission Findings, Conclusions, and Recommendations: The commission was split 3-2. Three commissioners found that the attorney both sexually harassed and assaulted the clients, and should be suspended for two years. One commissioner dissented and found that the attorney engaged in sexual harassment, but not sexual assault, and should be suspended for six months. One commissioner jointed the dissent regarding the rule violations, but believed that the attorney's license should be suspended for one year.

Iowa Supreme Court Opinion: The Court agreed with the findings of the two dissenting commission members regarding the rule violations. The Court imposed a one-year suspension.

Iowa Supreme Court Atty. Disc. Bd. v. Scott D. Fisher

Grievance Case No. 900

Iowa S. Ct. No. 20-0797 – October 15, 2021

Attorney Disciplinary Board Allegations: The board alleged approximately fifty individual violations across twenty separate ethics rules during the representation of six clients. Violations alleged included client neglect, mishandling funds and trust accounts, revealing confidential information of former clients on the internet, false statements, frivolous filings, improperly withdrawing from a case, conduct prejudicial to justice, and failing to cooperate with the Board.

Grievance Commission Findings, Conclusions, and Recommendations: The Commission found violations of the majority of the ethical rules alleged by the board and recommended a suspension of one year.

Iowa Supreme Court Opinion: The Court agreed with the Commission's legal conclusions and analysis of the aggravating and mitigating circumstances, and imposed the recommended suspension of one year.

Iowa Supreme Court Atty. Disc. Bd. v. Richard Scott Rinehart

Grievance Case No. 901

Iowa S. Ct. No. 20-0824 – January 8, 2021

Attorney Disciplinary Board Allegations: The board alleged multiple violations arising from two litigation matters, including making false statements and frivolous filings.

Grievance Commission Findings, Conclusions, and Recommendations: The commission found violations in both matters and recommended a 90-day suspension.

Iowa Supreme Court Opinion: The Court found that the board failed to prove any rule violations by the attorney and dismissed the complaint. In a special concurrence, Chief Justice Christensen emphasized the importance of civility and professionalism and that the Court's dismissal should not be interpreted as condoning the attorney's behavior.

Iowa Supreme Court Atty. Disc. Bd. v. Harold K. Widdison

Grievance Case No. 906

Iowa S. Ct. No. 21-0148 – May 28, 2021

Attorney Disciplinary Board Allegations: The board alleged a number of violations related to the attorney's conduct during his post-divorce litigation, including frivolous proceedings, false statements before a tribunal, and false statements regarding a tribunal, as well as violations related to his trust account management.

Grievance Commission Findings, Conclusions, and Recommendations: The commission found violations related to the post-divorce litigation but not related to the trust account violations. The commission recommended a suspension of 120 days.

Iowa Supreme Court Opinion: The Court agreed with most, but not all, of the commission's findings and imposed a 90-day suspension.

Iowa Supreme Court Atty. Disc. Bd. v. Stephen Thomas Fieweger

Grievance Case No. 915

Iowa S. Ct. No. 21-0153 – April 13, 2021

Consent to Suspension (Rule 34.16): Attorney admitted to rule violations related to his failure to communicate with a client, failure to act with diligence and promptness in representing a client, and charging unreasonable fees. The attorney consented to a 30-day suspension, which the court accepted and ordered.

Iowa Supreme Court Atty. Disc. Bd. v. Chad Douglas Primmer

Grievance Case No. 917

Iowa S. Ct. No. 20-1735 – January 11, 2021

Consent to Suspension (Rule 34.16): Attorney admitted to a number of trust account violations, neglect of client matters, and improperly disposing of client files. The attorney consented to a 60-day suspension, which the court accepted and ordered.

Iowa Supreme Court Atty. Disc. Bd. v. Richard Scott Rhinehart

Grievance Case No. 918

Iowa S. Ct. No. 21-0237 – April 16, 2021

Consent to Suspension (Rule 34.16): Attorney admitted to engaging in a sexual relationship with a client during his representation of her. The attorney had a history of discipline and consented to a five-year suspension. The Court ordered a one-year suspension. Three dissenting justices would have imposed a two-year suspension.

Iowa Supreme Court Atty. Disc. Bd. v. Curtis W. Den Beste

Grievance Case No. 921

Iowa S. Ct. No. 21-0407 – April 14, 2021

Consent to Revocation (Rule 34.16): Attorney admitted to a number of violations, including converting client funds without a colorable future claim. At the time of the consent, the attorney was suspended for multiple reasons, including abandonment of practice. The attorney consented to revocation of his license. The Court accepted his consent and revoked his license.

Iowa Supreme Court Atty. Disc. Bd. v. Lonnie Benjamin Saunders

Grievance Case No. 924

Iowa S. Ct. No. 21-1109 – October 13, 2021

Consent to Revocation (Rule 34.16): Attorney admitted to a number of violations, including misappropriation of client funds. The board initially filed a complaint with the Grievance Commission, and the attorney ultimately consented to revocation of his license. The Court accepted his consent and revoked his license.

Iowa Supreme Court Atty. Disc. Bd. v. Donald H. Capotosto

Grievance Case No. 925

Iowa S. Ct. No. 21-0747 – June 15, 2021

Consent to Suspension (Rule 34.16): Attorney admitted to neglect of multiple probate cases. The attorney had a history of discipline, including a suspension for neglect of probate cases, some of which were the subject of the current proceeding. The attorney consented to a 120-day suspension. The Court accepted the attorney's consent and ordered a 120-day suspension.

Iowa Supreme Court Atty. Disc. Bd. v. Michelle Murphy Rivera

Grievance Case No. 926

Iowa S. Ct. No. 21-1227 – October 13, 2021

Consent to Suspension (Rule 34.16): Attorney was convicted of Operating While Intoxicated, Second Offense, and two counts of Child Endangerment. The attorney had a history of discipline related to alcohol addiction. The attorney consented to a six-month suspension. The Court accepted the attorney's consent, but ordered a 90-day suspension.

Iowa Supreme Court Atty. Disc. Bd. v. Peter Sean Cannon

Grievance Case No. 927

Iowa S. Ct. No. 20-0797 – October 13, 2021

Consent to Suspension (Rule 34.16): Attorney was a defendant in a civil lawsuit where the jury found that the attorney had committed fraud by making false and material representations to the plaintiffs. The attorney consented to a three-year suspension. The Court accepted the attorney's consent, but ordered a one-year suspension.

Iowa Supreme Court Atty. Disc. Bd. v. Bryan J. Barker

Grievance Case No. 928

Iowa S. Ct. No. 21-1330 – October 13, 2021

Consent to Suspension (Rule 34.16): Attorney was caught on video smoking methamphetamines with current clients, one of whom he had represented three times for drug offenses. The attorney consented to a six-month suspension. The Court accepted the attorney's consent, but ordered a 90-day suspension.

IN THE SUPREME COURT OF IOWA

FILED

JUN 24 2021

CLERK SUPREME COURT

In the Matter of Budgets)
For the Boards and)
Commissions of the)
Office of Professional)
Regulation)

ORDER

On June 9, 2021, the Director of the Office of Professional Regulation met with the Court regarding the proposed fiscal year 2021–2022 budgets for those boards and commissions subject to the provisions of Iowa Court Rule 49.2.

Pursuant to Iowa Court Rule 49.2, the fiscal year 2021–2022 budgets for the following named boards and commissions of the Office of Professional Regulation are approved as proposed:

- Attorney Disciplinary Board
- Board of Examiners of Shorthand Reporters
- Board of Law Examiners
- Client Security Commission
- Commission on Continuing Legal Education
- Grievance Commission
- Lawyer Trust Account Commission
- Commission on the Unauthorized Practice of Law

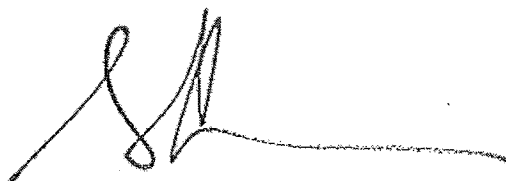
A copy of each approved budget is attached to this order.

These boards and commissions are authorized and directed to expend monies and other receipts collected under the provisions of the Iowa Court Rules in execution of the approved budgets, in each case in an amount up to but not exceeding the applicable budget total as approved.

The Court is advised that as of June 30, 2021, the Attorney Disciplinary Board (the Board) will have a remaining unobligated balance in its bank operating account, representing that portion of the fiscal year 2020-2021 budget authorization it will not expend during the period July 1, 2020 through June 30, 2021. The Board is authorized and directed to expend this remaining unobligated bank operating account balance, as verified by independent audit, against the Board's authorized budget for the period July 1, 2021 through June 30, 2022. The Client Security Commission is authorized and directed to pay to the Board during the period July 1, 2021 through June 30, 2022, a sum equal to the Board's total approved budget for that period, reduced by the Board's unobligated bank operating account balance as of June 30, 2021, as verified by independent audit. Such payment shall be divided into equal semimonthly installments, which the Client Security Commission shall be authorized to adjust to reflect the remaining operating account balance already available to the Board.

Dated this 24th day of June, 2021.

THE SUPREME COURT OF IOWA

By 

Susan Larson Christensen, Chief Justice

Copies to:
Members of the Court
Court of Appeals
Members of Each Board or Commission
State Court Administrator
Director, Office of Professional Regulation
Iowa State Bar Association

ATTORNEY DISCIPLINARY BOARD

FISCAL YEAR 2021-2022 BUDGET

OPERATING EXPENSES

Salary & Employee Expense		
Salaries	\$	941,048.89
Clerical overtime	\$	-
Deferred Compensation	\$	9,900.00
Employee Insurance	\$	234,978.11
Employer's Unemployment	\$	4,000.00
FICA	\$	71,990.24
IPERS	\$	88,835.02
Vac/SL Payout	\$	-
Total Payroll Expenses	\$	1,350,752.26
Non-Payroll Expense		
Appellate Brief Printing	\$	-
Audit Expense	\$	2,750.00
Bank Service Charges	\$	500.00
Board Meeting Expense	\$	4,900.00
Case Management Software	\$	9,000.00
Computer Services & Expense	\$	4,600.00
Copier Lease	\$	4,000.00
Dues & Subscriptions	\$	5,000.00
Employer Insurance	\$	4,800.00
Furniture & Equipment	\$	9,000.00
Investigative & Hrg Expense	\$	10,000.00
Miscellaneous	\$	500.00
Office Supplies	\$	3,000.00
Contract Lawyers	\$	40,000.00
Payroll Processing	\$	1,250.00
Postage	\$	6,800.00
Repairs	\$	500.00
Rent	\$	65,172.00
Telephone	\$	1,200.00
Travel	\$	15,000.00
Temporary Clerical	\$	-
Total Non-Payroll Expense	\$	187,972.00
Total Expense	\$	1,538,724.26

GRIEVANCE COMMISSION

FISCAL YEAR 2021-2022 BUDGET

OPERATING EXPENSES

Salary and Salary Expenses	
Director Salary	\$28,225.03
Assistant Director	\$44,162.86
Clerical Salary	\$73,372.91
Vacation/Sick Leave Payout	\$0.00
Part-Time Call Center Support	\$0.00
FICA	\$11,150.70
IPERS	\$13,759.82
Employee Insurance	\$40,112.31
Deferred Compensation	\$1,575.00
Auditing	\$2,500.00
Rent	\$13,500.00
Copier Lease	\$1,200.00
Repairs & Maintenance	\$200.00
Supplies	\$1,200.00
Telephone	\$250.00
Travel (Commissioners)	\$3,000.00
Travel (Staff)	\$3,700.00
Postage	\$2,400.00
Insurance	\$650.00
Transcripts (SHR)	\$25,000.00
Automation Support	\$600.00
Banking Fees	\$900.00
Misc., Including Moving Exper	\$1,500.00
Internet App. Maint. & Develop	\$5,250.00
Internet Payment Charges	\$40,000.00
Unemployment Insurance	\$350.00
Payroll Processing	\$350.00
TOTAL OPERATING EXPENSES	<u>\$314,908.63</u>
CAPITAL EXPENDITURES	\$2,000.00
TOTAL PROJECTED EXPENDITURES	<u>\$316,908.63</u>

UPL COMMISSION

FISCAL YEAR 2021-2022 BUDGET

OPERATING EXPENSES

Salary and Salary Expenses	
Assistant Director	\$9,813.97
Clerical Salary	\$10,289.19
FICA	\$1,537.89
IPERS	\$1,897.74
Employee Insurance	\$5,730.33
Deferred Compensation	\$225.00
Rent	\$3,000.00
Auditing	\$925.00
Copier Lease	\$300.00
Repairs & Maintenance	\$100.00
Supplies	\$320.00
Telephone	\$50.00
Travel	\$3,000.00
Training	\$0.00
Postage	\$100.00
Insurance	\$100.00
Investigation Expense	\$500.00
Commission Meeting Exp	\$500.00
Automation Support	\$250.00
Misc., Including Moving Exper	\$250.00
Unemployment Insurance	\$50.00
Payroll Processing	\$100.00
TOTAL OPERATING EXPENSES	<u>\$39,039.12</u>
CAPITAL EXPENDITURES	\$250.00
TOTAL PROJECTED EXPENDITURES	<u>\$39,289.12</u>