



ADMINISTRATIVE RULE WAIVER REQUEST

Petitioner Name: Iowa Department of Corrections

Contact Information: Beth Skinner

Hiring Authority: Beth Skinner

Administrative Rule to be Waived: 11--53.11(3)

Statement of Rule:

11-53.11(3) An employee in an overtime exempt job class shall not be paid for hours worked or in pay status over 40 hours in a workweek.

List the names of the persons or the description of the class known by petitioner to be affected:

Registered Nurses (82020, 02020); Nurse Practitioner (02027), Physician Assistant (02550, 52550)

Briefly describe the change requested, including the portion of the rule to be waived:

Permanent waiver for the above identified class to receive premium (time and a half) overtime after 80 hours worked in a pay period.

Justification for waiving rule (attach additional sheets, as needed):

Premium overtime is industry standard for the nursing sector. DOC institutions continue to have recruitment/retention challenges due to the ongoing state/national nursing shortages. Allowing for a permanent waiver of this rule would provide stability to nurse pay, help DOC compete in a challenging hiring market, and encourage those nurses who are currently on staff to stay with DOC and work additional hours. A temporary waiver would be impracticable as it is seen as a stop gap measure that may be taken away at any time and it therefore does not effectuate the goals of this waiver request.

Department Director Signature  **Date** 02/10/2022

DAS-HRE Bureau Chief Signature _____ **Date** _____

Decision:

- Granted**
- Denied**

Signature of DAS Director's Designee/COO of DAS-HRE  **Date** 2-10-22