



ADMINISTRATIVE RULE WAIVER REQUEST

Petitioner Name: Iowa Veterans Home

Contact Information: Matthew Peterson

Hiring Authority: Matthew Peterson

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 work week.

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

Registered Nurses (82020, 02020); Nurse Clinician (92021, 02021)

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

Permanent waiver for the above identified classes 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. IVH continues 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 IVH compete in a challenging hiring market, and encourage those nurses who are currently on staff to stay at IVH 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 2/11/22

DAS-HRE Bureau Chief Signature

Date _____

Decision:

- Granted
- Denied

Signature of DAS Director's Designee/COO of DAS-HRE

Date 2/11/22