

# ADMINISTRATIVE RULE WAIVER REQUEST

Petitioner Name: Iowa Department of Transportation

Contact Information: Jenny Lafrenz, jenny.lafrenz@iowadot.us

Hiring Authority: N/A

Administrative Rule to be Waived: 11-50.1 (8A)

**Statement of Rule:**

11—50.1(8A) Definitions. "Overtime" means those hours that exceed 40 in a workweek for which an eligible employee is entitled to be compensated unless otherwise specified in a collective bargaining agreement.

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

Permanent employees assigned to perform emergency winter operations

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

FY26 Winter Season (ppd in which Oct 15, 2025 falls in through ppd in which April 15, 2026 falls in):  
1)any hours worked in excess of 8 hours on a regularly scheduled work day and any hours worked on a scheduled day off, to be paid at time and one-half when performing emergency winter operations for overtime eligible positions.

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

The department is seeking a rule waiver in order to ensure continuity of winter emergency operations. This waiver will assist us in assuring we have adequate staff available and able to address winter storms twenty-four hours a day, seven days a week which will help to ensure the safety of the traveling public.

Department Director Signature *S. O'Neil* Date 8/13/2025

DAS-HRE Bureau Chief Signature \_\_\_\_\_ Date \_\_\_\_\_

**Decision:**

- Granted  
 Denied

Signature of DAS Director's Designee/COO of DAS-HRE *Clara Rodriguez* Date 8.25.2025