

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:

Nurse Supervisor (82022, 52022, 02022); Nursing Services Director (82035, 02035)

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

Petitioner is requesting waiver of the identified class to receive overtime (straight time) for after 80 hours worked in a pay period. This waiver is for a limited approval through January 2, 2026.

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

Allowing for a temporary overtime allowance will help maintain consistency while recruitment/retention of nursing staff is difficult due to shortages and encourage those supervisors who are currently on staff to stay with DOC and work additional hours as necessary.

Department Director Signature  **Date** 11/4/25

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

Decision:

☒ **Granted**
☐ **Denied**

Signature of DAS Director's Designee/COO of DAS-HRE  **Date** 11.5.2025