



ADMINISTRATIVE RULE WAIVER REQUEST

Petitioner Name: Iowa Veterans Home

Contact Information: Timon M. Oujrl

Hiring Authority: Timon M. Oujrl, Commandant

Administrative Rule to be Waived: 11-53.11(3) OT-Exempt job classes; 53.9(2) Call back pay; 53.9(3) standby pay.

Statement of Rule:

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. 53.9(2)...overtime exempt classes may be eligible for call back pay, if a request is...approved by the director. 53.9(3)...overtime exempt classes may be eligible for standby, if a request is...approved by the director.

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

Patric McGill (PA)
Physician Assistant (Class Code 02550)

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

Waiver for the PA job class to receive hour for hour overtime after 40 hours worked in a work week; Waiver to receive stand-by pay when assigned stand-by status; and Waiver to receive call back pay when required to return to work on call back effective July 1, 2017.

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

Other public and private care facilities within the state utilize physicians or PAs to provide weekend, evening and night, call back and stand-by coverage. Physicians are very difficult to recruit for these hours and are much more costly than PAs. The Iowa Veterans Home is required to have available resources 24/7 for our residents. Not allowing overtime eligibility, standby, and call-back for PAs presents significant recruitment/retention challenges. These classifications are highly competitive, with the private sector offering higher pay, education loan forgiveness and sign-on bonuses.

Department Director Signature

Date 25 Aug 2017

DAS-HRE Bureau Chief Signature

Date _____

Decision:

☒ **Granted**
☐ **Denied**

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

s/Janet E. Phipps/

Date 08/25/2017

Effective with the pay period that included 7/1/2017