



ADMINISTRATIVE RULE WAIVER REQUEST

Petitioner Name: Iowa Department of Human Services

Contact Information: Jerry Foxhoven, Director

Hiring Authority: Richard Shults, Administrator Mental Health and Disability Services and Facility Superintendents

Administrative Rule to be Waived: 11-53.9(2) Call back pay; 11-53.9(3) Standby pay

Statement of Rule:

11-53.9(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:

Nurse Practitioner 02027 (ARNP)

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

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.

effective date approved JEP

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

Other public and private inpatient psychiatric hospitals and large state run ICFs/ID (State Resource Centers) ordinarily use physicians for medical treatment. However, physicians are expensive and difficult to hire. In some DHS facilities, like the Civil Commitment Unit for Sex Offenders, an ARNP is the sole Medical provider. ARNPs are significantly less costly than hiring physicians. Not allowing standby and call back for ARNPs will present significant recruitment/ retention challenges and may require more ARNPs or physicians to meet client medical needs. ARNPs are also a highly competitive position with the private sector paying more, offering education loan forgiveness, and sign-on bonuses.

Department Director Signature

Date 9-22-17

DAS-HRE Bureau Chief Signature

Date

Decision:

- ☒ Granted
☐ Denied

Signature of DAS Director's

Designee/COO of DAS-HRE

s/Janet E.Phipps/

Date 09/22/2017