



ADMINISTRATIVE RULE WAIVER REQUEST

Petitioner Name: Mark J. Schouten, Director, HSEMD

Contact Information: 515-725-3223 mark.schouten@iowa.gov

Hiring Authority: Mark Schouten

Administrative Rule to be Waived: IAC 11-58.1 (8A)

Statement of Rule:

All original full-time or part-time appointments to permanent positions shall require a six-month period of probationary status. ... Employees with probationary status shall not be eligible for promotion, reinstatement following separation or other rights to positions unless provided for in this chapter, nor have reduction in force, recall, or appeal rights. ...

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

Mitchell Nordmeyer, Training Specialist 2 (TS2), new hire

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

HSEMD is requesting approval to grant a 1 year probationary period for a new TS 2, Mitchell Nordmeyer.

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

HSEMD is hiring Mr. Nordmeyer as our new State Training Officer (TS2). Mr. Nordmeyer cannot move immediately to our office in Johnston, Iowa, due to family member illnesses. After the initial 6 to 8 weeks of in-person training in our office in Johnston, IA, we will allow Mr. Nordmeyer to telework from his home in Butler County. A telework agreement will be executed and Mr. Nordmeyer's work performance will be monitored by his direct supervisor who is located in Johnston, IA. Due to this unique arrangement, HSEMD requests a longer than normal probationary period for this new hire.

Department Director Signature

Date

1/25/18

DAS-HRE Bureau Chief Signature

Date

1-29-18

Decision:



Granted



Denied

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

Date

1-29-18

11—58.1(8A) Duration. All original full-time or part-time appointments to permanent positions shall require a six-month period of probationary status. Appointments to peace officer positions at the department of public safety require a 12-month probationary period following appointment. Employees with probationary status shall not be eligible for promotion, reinstatement following separation, or other rights to positions unless provided for in this chapter, nor have reduction in force, recall, or appeal rights.

A six-month period of probationary status may, at the discretion of the appointing authority and with notice to the employee and the director, be required upon reinstatement, and all rules regarding probationary status shall apply during that period.

The provisions of this chapter shall apply to all executive branch employees, except employees of the board of regents, unless collective bargaining agreements provide otherwise.
[ARC 0401C, IAB 10/17/12, effective 11/21/12]