

8 The fee for commissions granted for the initial term [of five years]  
 9 as provided in section two (2), subsection two (2), paragraph a, of  
 10 this Act shall be twelve dollars and fifty cents. The fee for com-  
 11 missions granted for the initial term [of four years] as provided in  
 12 section two (2), subsection two (2), paragraph b, of this Act shall  
 13 be ten dollars.

Approved June 30, 1971.

Italics indicate new material added to existing statutes; brackets indicate deletions from existing statutes.  
 However, see Editor's note, page iii.

## CHAPTER 105

### VACATION AND SICK LEAVE FOR STATE EMPLOYEES

#### H. F. 666

AN ACT relating to salaries, vacation, and sick leave for state employees.

*Be It Enacted by the General Assembly of the State of Iowa:*

1 SECTION 1. Section seventy-nine point one (79.1), Code 1971, is  
 2 amended as follows:  
 3 **79.1 Salaries—payment—vacations—sick leave—injuries in line**  
 4 **of duty.** Salaries specifically provided for in an appropriation Act of  
 5 the general assembly shall be in lieu of existing statutory salaries, for  
 6 the positions provided for in any such Act, and all salaries shall be  
 7 paid in equal monthly [or], semimonthly *or biweekly* installments and  
 8 shall be in full compensation of all services, except as otherwise ex-  
 9 pressly provided. All employees of the state including highway main-  
 10 tenance employees of the state highway commission [are granted]  
 11 *shall earn* one-week vacation [after one year] *during the first year of*  
 12 employment and two weeks' vacation per year [after] *during* the  
 13 second and through the [fifth] *fourth* year of employment, and three  
 14 weeks' vacation per year [after] *during* the fifth and through the  
 15 [twelfth] *eleventh* year of employment, and four weeks' vacation  
 16 [after] *during* the twelfth year and all subsequent years of employ-  
 17 ment, with pay. *One week vacation shall be equal to the number of*  
 18 *hours in the employee's normal workweek. Vacation allowances shall*  
 19 *be accrued on a pay period, monthly, or quarterly basis as provided by*  
 20 *the rules and regulations of the Iowa merit employment department.*  
 21 Said vacations [after the first complete year of employment] shall be  
 22 granted[, regardless of anniversary date,] at the discretion and con-  
 23 venience of the head of the department, agency or commission, *except*  
 24 *that in no case may an employee be granted vacation in excess of the*  
 25 *amount earned by him.* In the event that the employment of an em-  
 26 ployee of the state who has been in such employ for more than one  
 27 year shall be terminated for any reason other than a discharge for  
 28 good cause, he shall be paid a vacation allowance for any vacation  
 29 which *he* may have [accrued to him during the twelve months imme-  
 30 diately] *earned* prior to such termination, and which he has not yet  
 31 taken. For the purposes of this section, death of an employee shall be  
 32 considered a termination of employment which shall require payment

33 of such vacation allowances as might be payable for any other termi-  
34 nation.

35 [Vacation allowances for any period of less than one year shall be  
36 computed as having accrued at the rate of three and one-half days' pay  
37 for each completed calendar quarter during the second and through  
38 the fifth year of employment, and at the rate of five and one-fourth  
39 days' pay for each completed calendar quarter during the sixth through  
40 the twelfth and seven days' pay for each completed calendar quarter  
41 during the thirteenth and all subsequent years of employment.]

42 If said termination of employment shall be by reason of the death of  
43 the employee, such vacation allowance shall be paid to the estate of the  
44 deceased employee if such estate shall be opened for probate. If no  
45 estate be opened, the allowance shall be paid to the surviving spouse,  
46 if any, or to the legal heirs if no spouse survives.

47 Payments authorized by this section shall be approved by the depart-  
48 ment and paid from the appropriation or fund of original certification  
49 of the claim.

50 Leave of absence of [thirty] *two and one-half working* days [per  
51 year] *each month* with pay may be granted in the discretion of the  
52 head of any department, *agency or commission* to employees of such  
53 department, *agency or commission* when necessary by reason of sick-  
54 ness or injury; unused portions of such leave for any one year may be  
55 accumulative [for three consecutive years] *to a total of ninety work-*  
56 *ing days*. Provided, however, that notwithstanding the foregoing  
57 limitations, state highway commission maintenance employees, uni-  
58 formed members of the division of highway safety and uniformed  
59 force and members of the division of criminal investigation and bu-  
60 reau of identification, except clerical workers, of the department of  
61 public safety may upon the recommendation of the commissioner with  
62 the approval of the executive council, be granted additional leave of  
63 absence with pay, for injuries sustained in line of duty. It is further  
64 provided that employees of institutions under the state board of re-  
65 gents who are employed for nine months or more in any twelve-month  
66 period shall be entitled, in the discretion of the board, to a leave of  
67 absence with pay of two and one-half *working* days for each month  
68 of employment when necessary by reason of sickness or injury, and  
69 such portion as is unused may be accumulated to a total of ninety  
70 *working* days [acquired over a period not exceeding four consecutive  
71 years or consecutive twelve-month periods].

Approved June 30, 1971.