

State Govt. 24

Senate File 1088
State Government
Coleman, Chairperson
Hill of Jasper
Winkelman

1978

SENATE FILE 1088

By NYSTROM

Passed Senate, Date _____ Passed House, Date _____

Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____

Approved _____

A BILL FOR

1 An Act to alter the provisions for sick leave allowable to
2 state employees.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Section 1. Section seventy-nine point one (79.1), un-
2 numbered paragraph four (4), Code 1975, is amended to read
3 as follows:

4 Leave of absence of ~~two-and-one-half~~ one and one-quarter
5 working days each month with pay may be granted in the dis-
6 cretion of the head of any department, agency or commission
7 to employees of such department, agency or commission when
8 necessary by reason of sickness or injury; unused portions
9 of such leave for any one year may be accumulative to a total
10 of ninety working days active sick leave. Sick leave earned
11 and granted in excess of ninety working days active sick leave
12 shall not be lost but shall be placed in a bank for the
13 permanent classified employees not to exceed sixty working
14 days. In the event of an extended illness during which a
15 permanent classified employee has used all of the active sick
16 leave and accumulated vacation leave available to him or her,
17 the appointing authority, upon written application of the
18 permanent classified employee accompanied by a certification
19 from an attending physician, may reinstate the total amount
20 of sick leave in the employee's sick leave bank. If the full
21 amount of such reinstated sick leave is not used before the
22 employee returns to work, the balance shall remain in the
23 sick bank of the employee and shall not be used until it has
24 been reinstated again in accordance with the provisions of
25 this chapter. Upon retirement or death of a permanent
26 classified employee, sick leave in the sick bank, or that
27 amount in excess of sixty working days active sick leave,
28 may be converted to vacation leave at the rate of one-quarter
29 day's pay for each unused day of sick leave, not to exceed
30 twenty working days. Leave of absence in excess of ~~two-and~~
31 ~~one-half-working-days-each-month~~ the foregoing limitations
32 may be granted on recommendation of the head of any department,
33 agency, or commission and with the approval of the execu-
34 tive council for an employee when unusual circumstances
35 resulting from employment are present which will cause hardship

1 for the employee. It is further provided that employees of
2 institutions under the state board of regents or the department
3 of social services who are employed for nine months or more
4 in any twelve-month period shall be entitled, in the discretion
5 of the board, to a leave of absence with pay of ~~two-and-one-~~
6 ~~half~~ one and one-quarter working days for each month of
7 employment when necessary by reason of sickness or injury,
8 and such portion as is unused may be accumulated ~~to-a-total~~
9 ~~of-ninety-working-days~~ and used in the same manner as provided
10 in this section for other state employees.

11 EXPLANATION

12 This bill alters the amount of sick leave earned by state
13 employees in any one month of employment and provides for
14 accumulation of sixty days of sick leave beyond the currently
15 allowed ninety day accumulation, which sixty days leave are
16 available to the employee under specified circumstances.

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SENATE FILE 1088
FISCAL NOTE

ate prepared: March 1, 1976
equested by: Senator Nystrom
epared in regard to Senate File 1088, An Act to alter the
rovisions for sick leave allowable to state employees.

ollowing is the fiscal effect in dollars of the legislative
roposal as required by Joint Rule 16.

he following estimate does not include the Board of Regents'
mployees. If the number of employees and average pay remains
onstant and all employees retire at age 65, the following
osts would apply:

<u>Year Ended</u>	<u>Number of Employees Eligible for Retirement</u>	<u>Days of Sick Leave Converted to Vacation</u>	<u>Cost</u>
6/30/76	456	7½	\$160,740.00
6/30/77	202	11½	106,810.00
6/30/78	202	15	142,410.00
6/30/79	200	20	188,000.00
		TOTAL	<u>\$597,960.00</u>

Presumably one of the reasons for this bill is to encourage employees to use sick leave in a cautious manner. Any increased productivity, because of this philosophy, could not readily be converted to a monetary figure.

Source: Office of the State Comptroller

FILED, MARCH 2, 1976

BY GERRY D. RANKIN
LEGISLATIVE FISCAL DIRECTOR