**RA 26-407**

# EMPLOYMENT APPEAL BOARD[486]

**Regulatory Analysis**

Notice of Intended Action to be published: 486—Chapter 5
"Personnel Appeals"

Iowa Code section(s) or chapter(s) authorizing rulemaking: 10A.601(4) and 10A.601(6)

State or federal law(s) implemented by the rulemaking: Iowa Code section 10A.601 and chapter 8A, subchapter IV

*Public Hearing*

A public hearing at which persons may present their views orally or in writing will be held as follows:

| | |
|---|---|
| December 29, 2026 | Via videoconference: |
| 11 a.m. | meet.google.com/jat-xmxh-jte |

*Public Comment*

Any interested person may submit written comments concerning this Regulatory Analysis, which must be received by the Employment Appeal Board no later than 4:30 p.m. on the date of the public hearing. Comments should be directed to:

Rick Autry
Employment Appeal Board
6200 Park Avenue, Suite 100
Des Moines, Iowa 50321
Email: rick.autry@eab.iowa.gov

*Purpose and Summary*

This proposed rulemaking is made more succinct by referring to the Department of Administrative Services regulations that are the source of the Board's authority in personnel appeals of application rejection, examination rating, removal from an eligible list, or disqualification. Those regulations set out the process followed and need not be duplicated. Any gaps in that process will be filled by the Uniform Rules on Agency Procedure.

*Analysis of Impact*

1. **Persons affected by the proposed rulemaking:**

- **Classes of persons that will bear the costs of the proposed rulemaking:**

There is no additional expected cost to the State or individuals.

- **Classes of persons that will benefit from the proposed rulemaking:**

Parties appearing before the Board in personnel hiring-related proceedings will benefit.

2. **Impact of the proposed rulemaking, economic or otherwise, including the nature and amount of all the different kinds of costs that would be incurred:**

- **Quantitative description of impact:**

There is no expected economic impact created by this proposed rulemaking.

- **Qualitative description of impact:**

There is no expected economic impact created by this proposed rulemaking.

3. **Costs to the State:**

- **Implementation and enforcement costs borne by the agency or any other agency:**

There is no expected economic impact created by this proposed rulemaking.

- **Anticipated effect on State revenues:**

There is no significant effect on State revenues created by this proposed rulemaking.

4. **Comparison of the costs and benefits of the proposed rulemaking to the costs and benefits of inaction:**

Not applicable.

5. **Determination whether less costly methods or less intrusive methods exist for achieving the purpose of the proposed rulemaking:**

Not applicable.

6. **Alternative methods considered by the agency:**

- **Description of any alternative methods that were seriously considered by the agency:**

No alternative methods were considered.

- **Reasons why alternative methods were rejected in favor of the proposed rulemaking:**

Not applicable.

*Small Business Impact*

**If the rulemaking will have a substantial impact on small business, include a discussion of whether it would be feasible and practicable to do any of the following to reduce the impact of the rulemaking on small business:**

- Establish less stringent compliance or reporting requirements in the rulemaking for small business.
- Establish less stringent schedules or deadlines in the rulemaking for compliance or reporting requirements for small business.
- Consolidate or simplify the rulemaking's compliance or reporting requirements for small business.
- Establish performance standards to replace design or operational standards in the rulemaking for small business.
- Exempt small business from any or all requirements of the rulemaking.

**If legal and feasible, how does the rulemaking use a method discussed above to reduce the substantial impact on small business?**

There is no expected impact on small business.

*Text of Proposed Rulemaking*

ITEM 1. Rescind 486—Chapter 5 and adopt the following **new** chapter in lieu thereof:

CHAPTER 5
PERSONNEL APPEALS

**486—5.1(10A) Appeals.** A person aggrieved by a personnel action pertaining to an application rejection, examination rating, removal from an eligible list or disqualification may appeal to the appeal board as set forth in the applicable regulations of the department of administrative services found at 11—subrules 61.2(3) and 61.2(4).

This rule is intended to implement Iowa Code section 10A.601.