

APR 23 1971

Place On Calendar
Sen. State Govt. 5/12 W.R. 6/3

HOUSE FILE 666

By COMMITTEE ON STATE GOVERNMENT

Passed House, Date 5-12-71 Passed Senate, Date 6-6-71

Vote: Ayes 88 Nays 5 Vote: Ayes 40 Nays 3

Approved June 30, 1971

A BILL FOR

1 An Act relating to salaries, vacation, and sick leave for
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), Code
2 1971, is amended as follows:

3 79.1 SALARIES--PAYMENT--VACATIONS--SICK LEAVE--INJURIES
4 IN LINE OF DUTY. Salaries specifically provided for in an
5 appropriation Act of the general assembly shall be in lieu
6 of existing statutory salaries, for the positions provided
7 for in any such Act, and all salaries shall be paid in equal
8 monthly ~~or~~, semimonthly or biweekly installments and shall
9 be in full compensation of all services, except as otherwise
10 expressly provided. All employees of the state including
11 highway maintenance employees of the state highway commission
12 ~~are-granted~~ shall earn one-week vacation after-one-year during
13 the first year of employment and two weeks' vacation per year
14 after during the second and through the ~~fifth~~ fourth year
15 of employment, and three weeks' vacation per year after during
16 the fifth and through the ~~twelfth~~ eleventh year of employ-
17 ment, and four weeks' vacation after during the twelfth year
18 and all subsequent years of employment, with pay. One week
19 vacation shall be equal to the number of hours in the
20 employee's normal workweek. Vacation allowances shall be
21 accrued on a pay period, monthly, or quarterly basis as
22 provided by the rules and regulations of the Iowa merit
23 employment department. Said vacations ~~after-the-first-complete~~
24 ~~year-of-employment~~ shall be granted, ~~regardless-of-anniversary~~
25 ~~date,~~ at the discretion and convenience of the head of the
26 department, agency or commission, except that in no case may
27 an employee be granted vacation in excess of the amount earned
28 by him. In the event that the employment of an employee of
29 the state who has been in such employ for more than one year
30 shall be terminated for any reason other than a discharge
31 for good cause, he shall be paid a vacation allowance for
32 any vacation which he may have accrued-to-him-during-the
33 ~~twelve-months-immediately~~ earned prior to such termination,
34 and which he has not yet taken. For the purposes of this
35 section, death of an employee shall be considered a termination

1 of employment which shall require payment of such vacation
2 allowances as might be payable for any other termination.

3 ~~Vacation allowances for any period of less than one year~~
4 ~~shall be computed as having accrued at the rate of three and~~
5 ~~one-half days' pay for each completed calendar quarter during~~
6 ~~the second and through the fifth year of employment, and at~~
7 ~~the rate of five and one-fourth days' pay for each completed~~
8 ~~calendar quarter during the sixth through the twelfth and~~
9 ~~seven days' pay for each completed calendar quarter during~~
10 ~~the thirteenth and all subsequent years of employment.~~

11 If said termination of employment shall be by reason of
12 the death of the employee, such vacation allowance shall be
13 paid to the estate of the deceased employee if such estate
14 shall be opened for probate. If no estate be opened, the
15 allowance shall be paid to the surviving spouse, if any, or
16 to the legal heirs if no spouse survives.

17 Payments authorized by this section shall be approved by
18 the department and paid from the appropriation or fund of
19 original certification of the claim.

20 Leave of absence of thirty two and one-half working days
21 per-year each month with pay may be granted in the discretion
22 of the head of any department, agency or commission to
23 employees of such department, agency or commission when
24 necessary by reason of sickness or injury; unused portions
25 of such leave for any one year may be accumulative ~~for three~~
26 ~~consecutive years~~ to a total of ninety working days. Provided,
27 however, that notwithstanding the foregoing limitations, state
28 highway commission maintenance employees, uniformed members
29 of the division of highway safety and uniformed force and
30 members of the division of criminal investigation and bureau
31 of identification, except clerical workers, of the department
32 of public safety may upon the recommendation of the
33 commissioner with the approval of the executive council, be
34 granted additional leave of absence with pay, for injuries
35 sustained in line of duty. It is further provided that

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1 employees of institutions under the state board of regents
2 who are employed for nine months or more in any twelve-month
3 period shall be entitled, in the discretion of the board,
4 to a leave of absence with pay of two and one-half working
5 days for each month of employment when necessary by reason
6 of sickness or injury, and such portion as is unused may be
7 accumulated to a total of ninety working days ~~acquired-over~~
8 ~~a-period-not-exceeding-four-consecutive-years-or-consecutive~~
9 ~~twelve-month-periods.~~

EXPLANATION

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11 This bill provides that state employees' salaries may be
12 paid biweekly.

13 It reduces by one year the length of state employment
14 necessary to be entitled to three and four weeks of vacation.

15 It provides that a state employee cannot be granted more
16 vacation than he has earned, and that one week vacation is
17 to be equal to the number of hours the employee normally
18 works.

19 Vacation allowances will be accrued by pay period, monthly,
20 or quarterly as provided by rule and regulation of the Iowa
21 merit employment department.

22 It provides that sick leave will be on the basis of working
23 days with a total accumulation to ninety days.

24 It changes the present provision of 30 days of sick leave
25 a year to 2 1/2 working days a month.

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