

**Senate File 2098 - Introduced**

SENATE FILE 2098

BY BOULTON

**A BILL FOR**

1 An Act relating to overtime pay earned by state employees.

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

1 Section 1. Section 70A.1, subsection 1, Code 2024, is  
2 amended to read as follows:

3 1. a. Salaries specifically provided for in an  
4 appropriation Act of the general assembly shall be in lieu of  
5 existing statutory salaries, for the positions provided for in  
6 the Act, and all salaries, including longevity where applicable  
7 by express provision in the Code, shall be paid according to  
8 the provisions of chapter 91A and shall be in full compensation  
9 of all services, including any service on committees, boards,  
10 commissions or similar duty for Iowa government, except for  
11 members of the general assembly. A Except as provided in  
12 paragraph "b", a state employee on an annual salary shall not  
13 be paid for a pay period an amount ~~which~~ that exceeds the  
14 employee's annual salary transposed into a rate applicable to  
15 the pay period by dividing the annual salary by the number of  
16 pay periods in the fiscal year.

17 b. A state employee whose annual salary is under one hundred  
18 twenty-five thousand dollars and who is not covered by the  
19 overtime payment provisions of the federal Fair Labor Standards  
20 Act, 29 U.S.C. §201 et seq., shall be eligible for overtime  
21 payment at the rate of one and one-half times the regular rate  
22 at which the employee is employed, as though such employee  
23 were so covered. Salaries for state employees covered by the  
24 overtime payment provisions of the federal Fair Labor Standards  
25 Act or this paragraph shall be established on an hourly basis.

26 EXPLANATION

27 The inclusion of this explanation does not constitute agreement with  
28 the explanation's substance by the members of the general assembly.

29 This bill provides that a state employee whose annual salary  
30 is under \$125,000 and who is not covered by the overtime  
31 payment provisions of the federal Fair Labor Standards Act  
32 shall be eligible for overtime payment at the rate of one  
33 and one-half times the regular rate at which the employee  
34 is employed, as though such employee were so covered. The  
35 bill provides that salaries for such state employees shall be

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1 established on an hourly basis.