

Senate File 2205 - Introduced

SENATE FILE 2205
BY COMMITTEE ON LOCAL
GOVERNMENT

(SUCCESSOR TO SF 454)

(SUCCESSOR TO SF 266)

A BILL FOR

1 An Act relating to civil service requirements for the hiring of
2 certain public safety positions.

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

1 Section 1. Section 400.8, subsection 2, Code 2024, is
2 amended to read as follows:

3 2. The commission shall establish the guidelines for
4 conducting the examinations under **subsection 1 of this section.**
5 The commission shall hire persons with expertise to prepare
6 and administer the examinations approved by the commission.
7 It may also hire persons with expertise to consult in the
8 preparation of such examinations if the persons so hired are
9 employed to aid personnel of the commission in assuring that
10 a fair examination is conducted. A fair examination shall
11 explore the competence of the applicant in the particular
12 field of examination. An applicant who has successfully
13 completed training at the Iowa law enforcement academy or
14 another training facility certified by the director of the
15 Iowa law enforcement academy does not need to retake a civil
16 service examination upon changing employment from one Iowa law
17 enforcement agency to another Iowa law enforcement agency, or
18 upon becoming employed by more than one Iowa law enforcement
19 agency simultaneously, if the applicant has previously passed
20 a civil service examination when the applicant was initially
21 hired as a certified peace officer and if, without a break
22 of not more than one hundred eighty days from prior law
23 enforcement service, the applicant is hired by another Iowa law
24 enforcement agency.

25 Sec. 2. **NEW SECTION.** 400.12A **Hiring practices — suspension**
26 **— reinstatement.**

27 1. For purposes of this section, "*sworn public safety*
28 *personnel*" includes fire fighters, fire chiefs, assistant fire
29 chiefs, police officers, police chiefs, and assistant police
30 chiefs for the respective fire department or police department
31 of a city.

32 2. A city council, by majority vote, may suspend the
33 practices specified in subsection 3 that are generally required
34 pursuant to this chapter for the hiring of sworn public safety
35 personnel. A suspension shall not be in effect for more

1 than one year, but a city council may immediately vote to
2 implement a new suspension of the required practices upon the
3 expiration of the prior suspension. Upon the expiration of a
4 suspension, hiring practices required under this chapter shall
5 be immediately reinstated for the applicable positions. A
6 city council, by majority vote, may reinstate hiring practices
7 suspended pursuant to this section prior to the expiration
8 of the suspension. A subsequent vote to suspend required
9 hiring practices, even if the vote occurs prior to the original
10 expiration date of the prior suspension, shall be considered a
11 vote for a new suspension.

12 3. The provisions of section 400.11, subsection 1,
13 paragraph "a" may be suspended as provided in subsection 2.

14 4. a. This section does not relieve sworn public safety
15 personnel from the requirements to complete all examinations
16 and tests applicable to those persons for positions subject to
17 the provisions of this chapter.

18 b. This section shall not be construed to preclude sworn
19 public safety personnel from accessing rights, benefits, or
20 privileges provided outside of this chapter.

21 5. Unless otherwise provided by law, a city council may
22 suspend the generally required hiring practices specified in
23 this section only for sworn public safety personnel as provided
24 in this section.

25 EXPLANATION

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

28 This bill relates to civil service requirements for the
29 hiring of certain city public safety positions. Under current
30 law, Code chapter 400 (civil service) sets forth a variety
31 of provisions relating to hiring civil service employees,
32 including examinations, probationary periods, veteran
33 preferences, and other qualifications.

34 The bill allows an applicant changing law enforcement
35 agencies to forego the civil service examination if the

1 applicant meets certain criteria.

2 The bill allows a city council to suspend the requirement
3 that a civil service commission submit to the city council
4 a certified list of 40 persons who qualify with the highest
5 standing as a result of each examination for an original
6 appointment for the hiring of sworn public safety personnel.

7 A suspension shall not be in effect for more than one
8 year, but a city council may immediately vote to implement a
9 new suspension upon the expiration of the prior suspension.
10 Required hiring practices shall be immediately reinstated
11 upon the expiration of a suspension. A city council may vote
12 to reinstate hiring practices prior to the expiration of a
13 suspension. A subsequent vote to suspend required hiring
14 practices is considered a vote for a new suspension.