

Senate File 30 - Introduced

SENATE FILE 30
BY McCLINTOCK

A BILL FOR

- 1 An Act relating to employees of the department of corrections and
- 2 including applicability provisions.
- 3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

unofficial

1 Section 1. Section 20.3, subsection 11, Code 2025, is amended
2 by adding the following new paragraph:

3 NEW PARAGRAPH. g. A nonsupervisory employee of the Iowa
4 department of corrections with ongoing direct contact with
5 inmates.

6 Sec. 2. Section 509A.13D, subsection 3, Code 2025, is amended
7 to read as follows:

8 3. The governing body of the state shall ~~not~~ be required to
9 pay for the cost of the full health insurance under this section,
10 ~~however, the governing body of the state may pay the full cost~~
11 ~~or a portion of the cost of the health insurance. If the full~~
12 ~~cost or a portion of the cost of the coverage is not paid by~~
13 ~~the governing body of the state, the surviving spouse and each~~
14 ~~surviving child who is eligible for health insurance under this~~
15 ~~section may elect to continue coverage by paying that portion of~~
16 ~~the cost of the health insurance not paid by the governing body~~
17 ~~of the state.~~

18 Sec. 3. Section 904.108, subsection 1, Code 2025, is amended
19 by adding the following new paragraphs:

20 NEW PARAGRAPH. p. Establish a training program for employees
21 of the department with ongoing direct contact with inmates in
22 self-defense and other de-escalation techniques when confronted
23 with potentially violent interactions involving inmates. The
24 training program shall include an in-person component.

25 NEW PARAGRAPH. q. Establish uniform safety practices to be
26 implemented at all correctional institutions under the control of
27 the department that provide guidelines designed to protect the
28 safety of employees and inmates at correctional institutions.

29 NEW PARAGRAPH. r. Adopt rules to allow an employee of the
30 department who has witnessed a trauma event to take between five
31 and thirty days of paid leave depending upon the severity of
32 the trauma event. If the appointing authority of a correctional
33 institution determines that an employee has been held hostage,
34 the employee shall be eligible for a paid leave of absence of up
35 to ninety days, as determined by a licensed physician, to allow

1 for recovery from mental and physical stress and any related
2 conditions. Such paid leave shall not be charged against the
3 employee's sick leave account.

4 NEW PARAGRAPH. s. Establish protocols for allowing employees
5 of the department with ongoing direct contact with inmates access
6 to information identified in section 904.602, subsection 2, for
7 purposes of the administration of the department's programs of
8 services or assistance to inmates.

9 Sec. 4. NEW SECTION. **904.322 Contract employees — pay or**
10 **benefits.**

11 The department shall not enter into an employment contract
12 with a person to perform a function of the department and provide
13 the contract employee with pay or benefits in excess of pay and
14 benefits provided an employee of the state performing similar
15 work.

16 Sec. 5. APPLICABILITY. The section of this Act amending
17 section 20.3 applies to collective bargaining procedures pursuant
18 to chapter 20 initiated on or after the effective date of this
19 Act.

20 EXPLANATION

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

23 This bill relates to employees of the department of
24 corrections.

25 The bill designates nonsupervisory employees of the department
26 with ongoing direct contact with inmates as public safety
27 employees for the purposes of collective bargaining pursuant to
28 Code chapter 20, the public employment relations Act. Code
29 chapters 20 and 400 include collective bargaining procedures
30 specifically applicable to public safety employees that are
31 not applicable to other public employees, including procedures
32 relating to the scope of collective bargaining negotiations,
33 arbitration procedures, and certain matters relating to city
34 civil service employment. This provision applies to collective
35 bargaining procedures pursuant to Code chapter 20 initiated on or

1 after the effective date of the bill.

2 The bill provides that the state shall be required to pay
3 the full cost of continuation of health insurance coverage for
4 a surviving spouse and children of certain department employees.
5 Current law provides that the state shall not be required to pay
6 for the cost of the health insurance.

7 The bill requires the director of the department to
8 establish a training program for employees of the department
9 with ongoing direct contact with inmates in self-defense and
10 other de-escalation techniques when confronted with potentially
11 violent interactions involving inmates, establish uniform safety
12 practices to be implemented at all correctional institutions,
13 adopt rules to allow an employee of the department who has
14 witnessed a trauma event to take between 5 and 30 days of paid
15 leave depending upon the severity of the trauma event and to
16 allow an employee who has been held hostage up to 90 days of
17 paid leave, and to establish protocols for allowing employees
18 of the department with contact with inmates access to certain
19 information specified as confidential under current law.

20 The bill also prohibits the department from entering into
21 an employment contract with a person to perform a function of
22 the department that provides the contract employee with pay or
23 benefits in excess of pay and benefits provided an employee of
24 the state performing similar work.