

Senate File 355 - Introduced

SENATE FILE 355

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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:

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1 Section 1. Section 70A.1, subsection 1, Code 2025, is amended
2 to read as follows:

3 1. a. Salaries specifically provided for in an appropriation
4 Act of the general assembly shall be in lieu of existing
5 statutory salaries, for the positions provided for in the Act,
6 and all salaries, including longevity where applicable by express
7 provision in the Code, shall be paid according to the provisions
8 of chapter 91A and shall be in full compensation of all services,
9 including any service on committees, boards, commissions or
10 similar duty for Iowa government, except for members of the
11 general assembly. A Except as provided in paragraph "b", a
12 state employee on an annual salary shall not be paid for a pay
13 period an amount which that exceeds the employee's annual salary
14 transposed into a rate applicable to the pay period by dividing
15 the annual salary by the number of pay periods in the fiscal
16 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 were
23 so covered. Salaries for state employees covered by the overtime
24 payment provisions of the federal Fair Labor Standards Act or
25 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 payment
31 provisions of the federal Fair Labor Standards Act shall be
32 eligible for overtime payment at the rate of one and one-half
33 times the regular rate at which the employee is employed, as
34 though such employee were so covered. The bill provides that
35 salaries for such state employees shall be established on an

1 hourly basis.

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