

**House File 2388 - Introduced**

HOUSE FILE 2388

BY MOHR

**A BILL FOR**

1 An Act relating to public records, including employment  
2 separation information for certain government employees,  
3 contractors, or appointees.

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

1 Section 1. Section 22.7, subsection 11, paragraph a, Code  
2 2026, is amended by adding the following new subparagraphs:

3 NEW SUBPARAGRAPH. (6) The last date the individual,  
4 who resigned from or was discharged by the government body,  
5 performed work or actively carried out essential functions  
6 of the position, regardless of whether the information is  
7 contained in a written document, contract, agreement, or  
8 arrangement.

9 NEW SUBPARAGRAPH. (7) The reasons a government body  
10 terminated a contract, at-will employment, or engagement with  
11 the individual, including the specific details of any alleged  
12 misconduct or breach of contract by the individual, regardless  
13 of whether the information is contained in a written document,  
14 contract, agreement, or arrangement.

15 NEW SUBPARAGRAPH. (8) The amount of moneys and public  
16 benefits provided to the individual for any continuation of  
17 pay, severance, or other compensation or benefits in excess of  
18 the amounts owed for work performed by the individual prior  
19 to the individual's last day as an employee, contractor, or  
20 appointee for the government body, regardless of whether the  
21 information is contained in a written document, contract,  
22 agreement, or arrangement.

23 EXPLANATION

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

26 Under current law, a person has the right to examine and  
27 copy a public record. Code section 22.7 provides a list of  
28 public records that must be kept confidential unless otherwise  
29 ordered by a court, by the lawful custodian of the records, or  
30 by another person duly authorized to release such information,  
31 including personal information in confidential personnel  
32 records of government bodies. However, Code section 22.7(11)  
33 provides that certain personal information in confidential  
34 personnel records is considered a public record.

35 This bill further specifies that certain personal

1 information in confidential personnel records regarding the  
2 separation of government employees, contractors, or appointees  
3 is a public record, regardless of whether the information  
4 is set forth in a written document, contract, agreement, or  
5 arrangement. Such information includes the last date of work,  
6 the reasons for separation including any alleged misconduct  
7 or breach of contract, and any moneys or public benefits  
8 provided beyond compensation for work performed prior to the  
9 individual's last day as an employee, contractor, or appointee  
10 for the government body.