

five or more participants.

Sec. 2. NEW SECTION. PAYROLL DEDUCTION. The responsible official in charge of the payroll system may deduct from the salary or wages of a state officer or employee an amount specified by the officer or employee for payment to a charitable organization if:

1. The request for the payroll deduction is made in writing during the enrollment period for the charitable organization.

2. The deduction shall not continue in effect for a period of time exceeding one year unless a new written request is filed according to the requirements of this section.

3. The pay period during which the deduction is made, the frequency, and the amount of the deduction are compatible with the payroll system.

Moneys deducted pursuant to this section shall be paid over promptly to the appropriate charitable organization. The deduction may be made notwithstanding that the compensation actually paid to the officer or employee is reduced to an amount below the minimum prescribed by law. Payment to an officer or employee of compensation less the deduction shall constitute a full and complete discharge of claims and demands for services rendered by the employee during the period covered by the payment. The request for the deduction may be withdrawn at any time by filing a written notification of withdrawal with the responsible official in charge of the payroll system.

Sec. 3. Sections seventy-nine point fourteen (79.14) and seventy-nine point fifteen (79.15), Code 1977, are repealed.

Sec. 4. This Act is effective January 1, 1978.

Approved June 26, 1978

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## CHAPTER 1048

### EMPLOYEES ACCRUED SICK LEAVE

S. F. 2247

AN ACT relating to credit for accrued sick leave and providing an appropriation.

*Be It Enacted by the General Assembly of the State of Iowa:*

Section 1. It is the intent of the general assembly to provide an actuarially sound method for providing some form of credit for the accrual of sick leave for employees who are not covered under a collective bargaining agreement negotiated under the provisions of chapter twenty (20) of

the Code. There is appropriated from the general fund of the state to the state comptroller for the fiscal year beginning July 1, 1978 and ending June 30, 1979, the sum of thirty-five thousand (35,000) dollars, or so much thereof as may be necessary, for the purpose of conducting an actuarial study of alternative methods to compensate employees in whole or in part for the value of accrued days of sick leave. The alternative methods shall include but not be limited to early retirement, increments of credit for accrual of sick leave, incentives for work attendance including vacation incentives, payment of insurance benefits after retirement, and annualization of sick leave costs.

The state comptroller shall report to the general assembly not later than January 15, 1979 the results of the study together with recommendations and cost estimates.

Sec. 2. The governor is directed to issue an executive order implementing a policy which would grant additional vacation time, not to exceed one-half day, to state employees, who are not covered under a collective bargaining agreement negotiated pursuant to chapter twenty (20) of the Code, who do not use sick leave during a full month of employment. The executive order shall remain in effect until the general assembly provides a program based upon the state comptroller's study for providing credit for the accrual of sick leave. The accrual of additional vacation time by an employee for not using sick leave during a month shall be in lieu of the accrual of one and one-half days of sick leave for that month.

Sec. 3. Acts of the Sixty-seventh General Assembly, 1977 Extraordinary Session, chapter one (1), section thirty (30), amending section seventy-nine point one (79.1) of the Code, is amended to read as follows:

SEC. 30. Section seventy-nine point one (79.1), Code 1977, is amended by striking unnumbered paragraph four (4) and inserting in lieu thereof the following:

Commencing July 1, 1977, permanent full-time employees of state departments, boards, agencies, and commissions shall accrue sick leave at the rate of one and one-half days for each full month of employment. Sick leave shall not accrue during any period of absence without pay. Employees may use accrued sick leave for physical or mental personal illness, bodily injury, medically-related disabilities, including disabilities resulting from pregnancy and childbirth, or contagious disease:

1. Which require the employee's confinement,
2. Which render the employee unable to perform assigned duties, or
3. When performance of assigned duties would jeopardize the employee's health or recovery. ~~The first ninety days (seven-hundred-twenty-hours) of sick leave which accrue to an employee shall be placed in an active sick leave account. Any days of sick leave in excess of ninety days which accrue to an employee shall be placed in an employee's banked sick leave account. The sick leave in an employee's banked sick leave account shall not be used by the employee until the employee no longer has any days of accrued active sick leave and shall only be used if an employee has an extended illness of at least five working days in duration.~~

Separation from state employment shall cancel all unused accrued sick leave. However, if an employee is laid off and the employee is reemployed by any state department, board, agency, or commission within one year of the date of the lay off, accrued sick leave of the employee shall be restored.

Sec. 4. Acts of the Sixty-seventh General Assembly, 1977 Extraordinary Session, chapter one (1), section thirty-three (33), is amended to read as follows:

SEC. 33. Chapter seventy-nine (79), Code 1977, is amended by adding the following new section:

NEW SECTION. CREDIT FOR ACCRUED SICK LEAVE. Commencing July 1, 1978 1977 when an employee who is not covered under the provisions of a collective bargaining agreement negotiated under the provisions of chapter twenty (20) of the Code retires under the provisions of a retirement system in the state maintained in whole or in part by public contributions or payments, the current-value number of accrued days of active and banked sick leave of the employee shall be credited to the employee. For the purpose of this section, the "current value of accrued days of active and banked sick leave" means an amount equal to the product of the accrued days of active and banked sick leave multiplied by the bi-weekly regular salary of the employee divided by ten Until the general assembly provides a program of credit for accrued sick leave, the number of accrued days credited to an employee upon retirement shall be the same as at the time of the employee's retirement.

Approved June 13, 1978