

February 13, 1963.  
Consolidation and Coordination  
of State Government.

**House File 238**  
By RILEY, CAMP, CARSTENSEN,  
ANDERSEN of Woodbury,  
STANLEY, ELY and MAHAN.

Passed House, Date..... Passed Senate, Date.....  
Vote: Ayes..... Nays..... Vote: Ayes..... Nays.....  
Approved.....

## A BILL FOR

An Act to establish a merit system of personnel administration  
for the civil service of the state, and to repeal acts and  
parts of acts in conflict therewith.

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

1 Section 1. The general purpose of this Act is to establish  
2 for the state of Iowa a system of personnel administration  
3 based on merit principles and scientific methods governing the  
4 appointment, promotion, transfer, layoff, removal, discipline  
5 and welfare of its civil employees, and other incidents of  
6 state employment. All appointments and promotions to positions  
7 in the state service shall be made solely on the basis of merit  
8 and fitness, to be ascertained by competitive examinations,  
9 except as hereinafter specified.

1 Sec. 2. The classified service shall apply to all employees  
2 of the state and to all positions in the state civil service now  
3 existing or hereafter established, except the following:

4 1. The general assembly, and other officers elected by  
5 popular vote and persons appointed to fill vacancies in elective  
6 offices.

7 2. All members of boards and commissions whose appointments  
8 are otherwise provided for by statute.

9 3. One principal assistant or deputy and one stenographer  
10 or secretary or both for each elective official.

11 4. All employees under the jurisdiction of the state board  
12 of regents, except employees in departments which are required  
13 to operate under a federally approved merit system of person-  
14 nel administration to qualify for certain federal funds.

15 5. Persons employed in a professional or scientific  
16 capacity to make or conduct a temporary and special inquiry,  
17 investigation or examination on behalf of the general assembly  
18 or a committee thereof, or by authority of the governor.

19 6. Officers and enlisted men of the armed services under  
20 state jurisdiction.

21 7. Part-time professional employees who are paid on a fee-  
22 for-service basis and are not engaged in administrative  
23 duties, and whose condition of employment is approved by  
24 the commission.

25 8. Individuals employed under contract whose condition  
26 of employment is approved by the commission.

27 9. Employees of the state board of public instruction  
28 whose salaries are governed in accordance with sections two  
29 hundred fifty-seven point twenty-one (257.21) and two  
30 hundred fifty-seven point twenty-four (257.24) of the Code.

31 10. Assistants and secretaries employed directly in  
32 the governor's office.

33 The present joint merits systems now effective in state  
34 agencies expending federal funds shall remain in full force  
35 and effect so far as they apply to such agencies, until such  
36 time as the plan and rules promulgated under the provisions  
37 of this Act are approved by the appropriate federal agencies.  
38 At any time these agencies shall be subject to all provisions

39 of this Act. Any employee who has received appointment under  
40 the Iowa merit system shall retain his position, or a position  
41 of comparable status and pay. At such time as the plan and  
42 rules are approved by the federal agency, the Iowa merit  
43 system council shall transfer all its records, property and  
44 other material to the Iowa civil service commission.

45 Nothing herein shall be construed as precluding the  
46 appointing authority by filling any position in the manner  
47 in which positions in the classified service are filled.

1 Sec. 3. There is hereby established a department of  
2 civil service to be known as the Iowa civil service department,  
3 the executive head of which shall be the director of civil  
4 service. In the department there shall be a civil service  
5 commission of three members, with powers and duties herein-  
6 after enumerated. The provisions of section eight point  
7 twenty-three (8.23) of the Code shall apply to this Department.

1 Sec. 4. The civil service commission shall appoint a  
2 director of civil service who shall be experienced in the  
3 field of personnel administration, and who is in known sympathy  
4 with the application of merit principles in public employment.  
5 The commission shall establish for the class of director,  
6 minimum requirements of education and experience which are  
7 pertinent to the duties of the position; and shall require  
8 that the director qualify by passing a practical written  
9 examination and be appointed from the highest three (3) on  
10 the list of eligibles, established through open competitive  
11 examination for the class.

12 The director of civil service may be removed by the civil

13 service commission for cause only after he has been presented in  
14 writing with the reasons for his removal. He shall be given an  
15 opportunity, of not less than fifteen (15) days, to answer any  
16 charges either in writing or upon his request to be heard by  
17 the commission. The statement of reasons and answer or tran-  
18 script of hearing shall be filed with the secretary of state as  
19 a public record.

1 Sec. 5.

2 1. The members of the commission shall be citizens of  
3 the United States and residents of Iowa, and shall be in sympathy  
4 with the application of merit principles to public employment.  
5 No member of the commission shall be a member of any local,  
6 state or national committee of a political party or an officer  
7 or a member of a committee in any partisan political club or  
8 organization, or shall hold, or be a candidate for, any paid  
9 public office.

10 2. Within thirty (30) days after the effective date of  
11 this Act, the governor shall appoint three members of the  
12 civil service commission. Members appointed to the commission  
13 shall be subject to approval of two-thirds ( $\frac{2}{3}$ ) of the members  
14 of the senate in executive session. The civil service com-  
15 mission thus appointed shall hold office, one (1) until the  
16 first day of July in 1965, and one (1) until the first day  
17 of July in 1967, and one (1) until the first day of July in  
18 1969. Thereafter, each member shall be appointed for a term  
19 ending six (6) years from the date of expiration of the term  
20 for which his predecessor was appointed. In case of vacancies,  
21 the governor shall appoint members to the commission for the

22 unexpired portion of the term of the member whom they suc-  
23 ceed, and if the general assembly be not then in session,  
24 the governor shall, upon convening of the general assembly,  
25 promptly report said appointment to the senate for its approval

26 3. A member of the commission may be removed by the governor  
27 only for cause, after being given a copy of the charges against  
28 him and an opportunity to be heard publicly on charges before  
29 the governor. A copy of the charges and transcript of the  
30 record of the hearing shall be filed with the secretary of state.

31 4. Members of the commission shall each be paid twenty-five  
32 (25) dollars for each day devoted to the work of the commission,  
33 but not more than six hundred (600) dollars in any one year  
34 They shall be paid their necessary traveling and other official  
35 expenditures necessitated by their official duties.

36 5. The commission shall elect one of its members as  
37 chairman. It shall meet at such time and place as shall be  
38 specified by the call of the chairman or the director. At  
39 least one (1) meeting shall be held bimonthly. All meetings  
40 shall be open to the public. Notice of each meeting shall be  
41 given in writing to each member by the director at least  
42 three (3) days in advance of the meeting. Two members shall  
43 constitute a quorum for the transaction of business.

1 Sec. 6. In addition to the duties expressly set forth  
2 elsewhere in this Act, the commission shall:

3 1. Represent the public interest in the improvement of  
4 personnel administration in the state service.

5 2. Advise the governor and the director on problems con-  
6 cerning personnel administration.

7 3. Foster the interest of institutions of learning and of

8 industrial, civic, professional and employee organizations in  
9 the improvement of personnel standards in the state service.

10 4. Make any investigation which it may consider desirable  
11 concerning the administration of personnel in the state service,  
12 and make recommendations to the director with respect thereto.

13 5. Make an annual report and special reports and recom-  
14 mendations to the governor.

1 Sec. 7. The director, as executive head of the department,  
2 shall direct and supervise all of its administrative and  
3 technical activities. In addition to duties imposed upon him  
4 elsewhere in this Act, it shall be his duty:

5 1. To apply and carry out this law and the rules adopted  
6 thereunder.

7 2. To attend meetings of the commission and to act as its  
8 secretary and keep minutes of its proceedings.

9 3. To establish and maintain a roster of all employees in  
10 the state civil service, in which there shall be set forth,  
11 as to each employee, the class title, pay or status, and other  
12 pertinent data.

13 4. To appoint such employees of the department and such  
14 experts and special assistants as may be necessary to carry  
15 out effectively the provisions of this Act. Staff employees  
16 shall be appointed in accordance with the provisions of this  
17 Act.

18 5. To foster and develop, in cooperation with appointing  
19 authorities and others, programs for the improvement of employees'  
20 effectiveness, including training, safety, health, counseling,  
21 and welfare.

22 6. To encourage and exercise leadership in the development

23 of effective personnel administration within the several  
24 departments in the state service, and to make available the  
25 facilities of the department of civil service to this end.

26 7. To investigate from time to time the operation and  
27 effect of this law and of the rules made thereunder and to  
28 report his findings and recommendations to the commission.

29 8. To make an annual report regarding the work of the  
30 department, and such special reports as he may consider de-  
31 sirable, to the commission.

32 9. To perform any other lawful acts which he may con-  
33 sider necessary or desirable to carry out the purposes and  
34 provisions of this Act.

35 The director shall designate, with the approval of the com-  
36 mission, an employee of the department to act for him in case  
37 of his absence or inability from any cause to discharge the  
38 powers and duties of his office.

39 The director may request appropriate persons, including  
40 officers and employees of the state service, to assist in the  
41 preparation and rating of tests. An appointing authority shall  
42 excuse any employee in his division from his regular duties  
43 for the time required for his work as an examiner. Such officers  
44 and employees shall not be entitled to extra pay for their  
45 service as examiners but shall be paid their necessary travel-  
46 ing and other expenses.

1 Sec. 8. The director of civil service shall prepare and  
2 submit to the civil service commission proposed rules for  
3 consideration and approval for the classified service. Such  
4 rules shall have the force and effect of law if not disapproved  
5 by the commission within thirty (30) days after the submission

6 thereof, after public notice and public hearing. Amendments  
7 thereto may be made in the same manner. The rules shall pro-  
8 vide:

9 1. For the preparation, maintenance and revision of a  
10 position classification plan for all positions in the classified  
11 service, based upon duties performed and responsibilities assumed,  
12 so that the same qualifications may be reasonably required for  
13 and the same schedule of pay may be equitably applied to all  
14 positions in the same class. After such classification has  
15 been approved by the commission, the director shall allocate  
16 the position of every employee in the classified service to  
17 one of the classes in the plan. Any employee or agency officials  
18 affected by the allocation of a position to a class shall,  
19 after filing with the director of civil service a written re-  
20 quest for reconsideration thereof in such manner and form as  
21 the director may prescribe, be given a reasonable opportunity  
22 to be heard thereon by the director. An appeal may be made to  
23 the civil service commission, or to a qualified classification  
24 committee appointed by the commission.

25 2. For a pay plan for all employees in the classified  
26 service, after consultation with the appointing authorities and  
27 state fiscal officers, and after a public hearing held by the  
28 commission. Such pay plan shall become effective only after  
29 it has been approved by the governor after submission to him  
30 by the commission. Amendments to the pay plan may be made  
31 in the same manner. Each employee shall be paid at one of  
32 the rates set forth in the pay plan for the class of position  
33 in which he is employed and, unless otherwise designated by

34 the commission, shall begin employment at the first step of  
35 the established range for his class.

36 3. For open competitive examinations to test the relative  
37 fitness of applicants for the respective positions. Such  
38 examinations shall be practical in character and shall relate  
39 to such matters as will fairly test the ability of the applicant  
40 to discharge the duties of the position to which he seeks  
41 appointment. Examinations need not be held until after the  
42 rules have been adopted, the service classified and a pay plan  
43 established, but shall be held not later than two years after  
44 this Act takes effect. Such examinations shall be announced  
45 publicly at least fifteen (15) days in advance of the date  
46 fixed for the filing of application therefor, and may be ad-  
47 vertised through the press, radio and other media. The di-  
48 rector may, however, in his discretion, continue to receive  
49 applications and examine candidates long enough to assure a  
50 sufficient number of eligibles to meet the needs of the  
51 service, and may add the names of successful candidates to  
52 existing eligible lists in accordance with their respective  
53 ratings.

54 4. For promotions which shall give appropriate con-  
55 sideration to the applicant's qualifications, record of per-  
56 formance, seniority and conduct. Vacancies shall be filled  
57 by promotion whenever practicable and in the best interest  
58 of the service, and may be by competitive or noncompetitive  
59 examination. Such examinations shall be of the same nature  
60 and content as those used in establishing competitive  
61 registers for the class. A promotion means a change in the

62 status of an employee, from a position in one class to a  
63 position in another class having a higher entrance salary.

64 5. For the establishment of eligible lists for appoint-  
65 ment and promotion, upon which lists shall be placed the names of  
66 successful candidates in the order of their relative excellence  
67 in respective examinations. Eligibility for appointment from  
68 any such list shall continue not longer than three years.

69 6. For the rejection of candidates or eligibles who fail  
70 to comply with reasonable requirements in regard to such factors  
71 as physical condition, training and experience, or who are  
72 habitual alcoholics who have not been rehabilitated from the  
73 use of alcohol for a period of six months, or addicted to nar-  
74 cotics; or who have attempted any deception or fraud in con-  
75 nection with an examination; or where in the judgment of the  
76 commission there is reasonable doubt as to the loyalty to the  
77 nation of any such candidate or eligible.

78 7. For appointment of a person standing among the highest  
79 three on the appropriate eligible list to fill a vacancy.

80 8. For a probation period of six (6) months, excluding  
81 educational or training leave, before appointment may be made  
82 complete, and during which period a probationer may, with the  
83 consent of the director of civil service, be discharged or re-  
84 duced in class or rank, or replaced on the eligible list. The  
85 appointing authority shall within ten (10) days prior to the  
86 expiration of an employee's probationary period notify the  
87 director in writing whether the services of the employee have  
88 been satisfactory or unsatisfactory. If the employee's  
89 services are unsatisfactory, he shall be dropped from the pay-

90 roll on or before the expiration of his probationary period.  
91 If satisfactory, or if the appointing authority shall fail  
92 to furnish the required notice to the director prior to the  
93 expiration of the probationary period, the appointment shall be  
94 deemed permanent. The determination of the appointing authority  
95 shall be final and conclusive.

96 9. For emergency employment of not more than sixty (60)  
97 days in any twelve-month period without examination, and for  
98 intermittent employment for not more than six (6) months in any  
99 twelve-month period. For intermittent employment the employee  
100 must have had a probationary, permanent or temporary appointment  
101 for a minimum of three (3) months.

102 10. For provisional employment without competitive ex-  
103 amination when there is no appropriate eligible list available.  
104 No such provisional employment shall continue longer than six  
105 (6) months, nor shall successive provisional appointments be  
106 allowed, except during the first two (2) years after the ef-  
107 fective date of this Act in order to avoid stoppage of orderly  
108 conduct of business of the state.

109 11. For transfer from a position in one department to a  
110 similar position in another department involving similar  
111 qualifications, duties, responsibilities and salary ranges.  
112 Whenever an employee transfers or is transferred from one state  
113 department or agency to another state department or agency, his  
114 seniority rights, any accumulated sick leave and accumulated  
115 vacation time, as provided in the law, shall be transferred to  
116 his new place of employment and credited to him.

117 12. For reinstatement of persons who have attained

118 permanent status and who resign in good standing or who are laid  
119 off from their positions without fault or delinquency on their  
120 part, for a period of time not to exceed the period of their  
121 continuous employment with the state.

122 13. For establishing in cooperation with the appointing  
123 authorities a system of service reports of all employees in  
124 the classified service, which service records shall be considered  
125 only in the development and operation of programs to improve the  
126 work effectiveness and morale of employees in the state.

127 14. For layoffs by reason of lack of funds or work, or  
128 abolition of a position, or material change in duties or  
129 organization, and for re-employment of employees so laid off,  
130 giving consideration in both according to seniority in service.  
131 Any employee who has been laid off may keep his name on a pre-  
132 ferred employment list for one (1) year, which shall be ex-  
133 hausted before selection of an employee may be made from the  
134 register in his classification.

135 15. For imposition, as a disciplinary measure, of a  
136 suspension from the service without pay for not longer than five  
137 (5) working days.

138 16. For discharge or reduction in rank or grade after  
139 appointment or promotion is completed, for negligence, in-  
140 efficiency, gross misconduct, insubordination or incompetency.  
141 The person discharged or reduced shall be presented with the  
142 reasons for such discharge or reduction stated in writing with-  
143 in twenty-four (24) hours after such discharge or reduction and  
144 a copy thereof shall be filed as a public record with the  
145 director of civil service.

146 17. For establishment of a uniform plan for resolving  
147 employee grievances and complaints which may include arbitration  
148 as a final step.

149 18. For attendances, regulations and special leaves of  
150 absence, with or without pay, or reduced pay in various classes  
151 of positions in the classified service. Annual sick leave and  
152 vacation time shall be granted in accordance with section  
153 seventy-nine point one (79.1) of the Code.

154 19. For the development and operation of programs to  
155 improve the work effectiveness and morale of the employees in  
156 the state service, including training, safety, health, welfare,  
157 counseling, recreation and employee relations.

158 20. For such other rules and administrative regulations,  
159 not inconsistent with this Act, as may be proper and necessary for  
160 its enforcement.

161 21. In case of equal status of applicants for service or a  
162 promotion a veteran of the armed forces of the United States  
163 shall have preference over a nonveteran.

164 22. For collective negotiations between appointing author-  
165 ity and employee labor organizations on matters relating to  
166 wages, hours and working conditions.

1 Sec. 9. All officers and employees of the state and of  
2 municipalities and political subdivisions of the state shall  
3 allow the department the reasonable use of public buildings  
4 under their control, and furnish heat, light and furniture for  
5 any examination, hearing or investigation authorized by this Act.  
6 The department shall pay to the municipality or political sub-  
7 division the reasonable cost of any such facilities furnished by  
8 it.

1     Sec. 10. All officers and employees of the state shall  
2     comply with and aid in all proper ways in carrying out the pro-  
3     visions of this Act and the rules and regulations and orders  
4     thereunder. All officers and employees shall furnish any  
5     records or information which the director or the commission  
6     may request for any purpose of this Act. The director may  
7     institute and maintain any action or proceeding at law or in  
8     equity that he considers necessary or appropriate to secure  
9     compliance with this Act and the rules and orders thereunder.

1     Sec. 11. Employees holding positions in the classified  
2     service herein for one (1) year or more immediately prior to  
3     January 1, 1963, shall be continued in their respective positions  
4     without further examination, until separated from their positions  
5     as provided by law. Those holding their positions for less than  
6     one year immediately prior to January 1, 1963, shall also be con-  
7     tinued in their respective positions provided that within two  
8     (2) years after this Act takes effect they pass a qualifying  
9     test prescribed by the director. Those who have failed to  
10    qualify as provided herein shall be dismissed from their  
11    positions within thirty (30) days after establishment of an  
12    eligible list for their respective positions. Nothing herein  
13    shall preclude the reclassification or reallocation as provided  
14    by this Act of any position held by any such incumbent.

1     Sec. 12. No state disbursing or auditing officer shall  
2     make or approve or take any part in making or approving any pay-  
3     ment for personal service to any person holding a position in  
4     the state service unless the payroll voucher or account of such  
5     pay bears the certification of the director, or of his authorized

6 agent, that the persons named therein have been appointed in ac-  
7 cordance with the provisions of this Act and the rules, regu-  
8 lations and orders thereunder. The director may for proper  
9 cause withhold certification from an entire payroll or from  
10 any specific item or items thereon. The director may, how-  
11 ever, provide that certification shall remain in effect except  
12 in the case of any officer or employee whose status has changed  
13 after the last certification of his payroll. In the latter  
14 case no voucher for payment of salary to such employee shall be  
15 issued or payment of salary made without further certification  
16 by the director. Any citizen may maintain a suit to restrain  
17 a disbursing officer from making any payment in contravention  
18 of any provision of this Act, rule or order thereunder. Any  
19 sum paid contrary to any provision of this Act or any rule,  
20 regulation or order thereunder may be recovered in an action  
21 maintained by any citizen, from any officer who made, approved  
22 or authorized such payment or who signed or countersigned a  
23 voucher payroll, check or warrant for such payment, or from the  
24 sureties of the official bond of any such officer. All moneys  
25 recovered in any such action shall be paid into the state  
26 treasury. Any person appointed or employed in contravention  
27 of any provision of this Act or of any rule, regulation or  
28 order thereunder who performs service for which he is not  
29 paid, may maintain an action against the officer or officers  
30 who purported so to appoint or employ him to recover the  
31 agreed pay for such services, or the reasonable value thereof  
32 if no pay was agreed upon. No officer shall be reimbursed by  
33 the state at any time for any sum paid to such person on ac-

34 count of such services.

35 If the director wrongfully withholds certification of  
36 payroll voucher or account of any employee, such employee may  
37 maintain a proceeding in the courts to compel the director to  
38 certify such payroll voucher or account.

1 Sec. 13. Any employee who is dismissed or demoted after  
2 completing his probationary period of service, or who is sus-  
3 pended, may, by himself or his agent, within thirty days after  
4 such dismissal, demotion or suspension, appeal to the commission for  
5 review thereof. Upon such review, both the appealing employee  
6 and the appointing authority whose action is reviewed shall,  
7 within thirty (30) days following the date of filing of the  
8 appeal, have the right to be heard publicly and to present  
9 evidentiary facts. At the hearing of such appeals, technical  
10 rules of evidence shall not apply. If the commission finds  
11 that the action complained of was taken by the appointing  
12 authority for any political, religious or racial reason, the  
13 employee shall be reinstated to his former position without  
14 loss of pay for the period of his suspension. In all other  
15 cases the civil service commission shall have jurisdiction to  
16 hear and determine the rights of civil service employees and  
17 may affirm, modify or reverse any case on its merits. If there  
18 is an affirmance of the suspension, demotion or discharge by  
19 the commission, the employee may appeal therefrom to the  
20 district court.

1 Sec. 14. The records of the department, except such  
2 records as the rules may properly require to be held confi-  
3 dential for reasons of public policy, shall be public records

4 and shall be open to public inspection, subject to reasonable  
5 regulations as to the time and manner of inspection which may  
6 be prescribed by the director.

1 Sec. 15. The commission, each member of the commission  
2 and the director shall have power to administer oaths, subpoena  
3 witnesses and compel the production of books and papers pertinent  
4 to any investigation or hearing authorized by this Act. Any  
5 person who shall fail to appear in response to a subpoena or to  
6 answer any questions or produce any books or papers pertinent to  
7 any such investigation or hearing or who shall knowingly give  
8 false testimony therein shall be guilty of a misdemeanor.

1 Sec. 16. No person shall be appointed or promoted to, or  
2 demoted or dismissed from, any position in the classified services,  
3 or in any way favored or discriminated against with respect to  
4 employment in the classified service because of his political  
5 or religious opinions or affiliations or race, but nothing  
6 herein shall be construed as precluding the dismissal of  
7 any employee who may be engaged in subversive activities or  
8 found disloyal to the nation.

9 No person shall seek or attempt to use any political en-  
10 dorsement in connection with any appointment to a position in  
11 the classified service.

12 No person shall use or promise to use, directly or in-  
13 directly, any official authority or influence, whether  
14 possessed or anticipated, to secure or attempt to secure for  
15 any person an appointment or advantage in appointment to a  
16 position in the classified service or an increase in pay or  
17 other advantage in employment in any such position for the

18 purpose of influencing the vote or political action of any  
19 person, or for any consideration.

20 No employee in the classified service or member of the  
21 commission or the director shall perform any service for any  
22 political party, or solicit or take any part in soliciting any  
23 assessment, subscription, contribution or service. It shall  
24 be unlawful for any person or political organization, either  
25 directly or indirectly, to solicit or demand from any em-  
26 ployee in the classified service any contribution of money or  
27 any other thing of value for election purposes or for the  
28 purpose of paying expenses of any political organization or  
29 any person seeking election to public office.

30 No employee in the classified service shall take part in  
31 the management of affairs of any political party in any political  
32 campaign for national or state office except to exercise his  
33 right as a citizen privately to express his opinion and to  
34 cast his vote. Provided, that any officer and employee in the  
35 state service who shall become a candidate for any partisan  
36 elective office, shall, commencing thirty (30) days prior to  
37 the date of the primary or general election, and continuing  
38 until such person is eliminated, either voluntarily or other-  
39 wise, as a candidate, automatically receive leave of absence  
40 without pay, and during such period shall perform no duties  
41 connected with the office or position so held by him.

42 Any officer or employee in the state service who violates  
43 any of the foregoing provisions of this section shall forfeit his  
44 office or position, and for one year shall be ineligible for  
45 any office or position in the state service.

1     Sec. 17. No person shall make any false statement, certi-  
2     ficate, mark, rating or report with regard to any test, certi-  
3     fication or appointment made under any provision of this Act  
4     or in any manner commit or attempt to commit any fraud pre-  
5     venting the impartial execution of this Act and the rules.  
6     No person shall, directly or indirectly, give, render, pay,  
7     offer, solicit or accept any money, service or other valuable  
8     consideration for or on account of any appointment, proposed  
9     appointment, promotion or proposed promotion to, or any  
10    advantage in, a position in the classified service.

11    No employee of the department, examiner, or other person  
12    shall defeat, deceive or obstruct any person in his right to  
13    examination, eligibility certification or appointment under  
14    this Act, or furnish to any person any special or secret  
15    information for the purpose of affecting the rights or  
16    prospects of any person with respect to employment in the  
17    classified service.

1     Sec. 18. Any person who willfully violates any provision  
2     of this Act or of the rules shall be guilty of a misdemeanor,  
3     and shall upon conviction be punished therefor. Any person who  
4     is convicted of a misdemeanor under this Act shall, for a period  
5     of five (5) years, be ineligible for appointment to or employ-  
6     ment in a position in the state service, and if he is an  
7     officer or employee of the state, shall forfeit his office  
8     or position.

1     Sec. 19. If any provision of this Act or any rule,  
2     regulation or order thereunder or the application of such pro-  
3     vision to any person or circumstances shall be held invalid,  
4     the remainder of this Act and the application of such provision

5 of this Act or of such rule, regulation or order to persons  
6 or circumstances other than those as to which it is held in-  
7 valid shall not be affected thereby.

1 Sec. 20. Section eight point five (8.5), Code 1962,  
2 is hereby amended by striking all of subsection six (6)  
3 thereof.

EXPLANATION OF HOUSE FILE 238

Through the adoption and implementation of a sound civil service system the various departments so covered could attract and hold good career employees in the public services of the state.

The job security of civil service, and the chances of advancement through competitive promotional examinations can bring about greater efficiency with the resultant savings to the people of Iowa.