

TEMPORARY STAFFING

Last Update: 05/2019

Temporary staffing solutions may be necessary to supplement the permanent workforce. Temporary staffing solutions may include temporary or seasonal appointments through the state payroll or temporary staffing services through a temporary staffing vendor. The use of temporary staffing solutions may be appropriate when there is a need to cover an employee absence, a backlog of work, a special project, or when a vacant position is being filled. Temporary staffing solutions must be limited in duration and consistent with the guidance below. For questions regarding temporary staffing, please contact your personnel officer or Brad Thomas at brad.thomas@iowa.gov or 515-281-5214.

Temporary Appointments (through state payroll)

Temporary appointments will be in accordance with [IAC 11-57.4\(8A\)](#). Temporary appointments are limited to less than 780 hours per fiscal year. Temporary appointments may be made to any job class and temporary employees may be paid at any rate of pay within the pay range for the job class. The job class should be selected based upon the best fit for the work performed and the compensation required for the temporary appointment. Consult with your DAS Personnel Officer to identify an appropriate job class. Temporary employees who work less than 780 hours per fiscal year are not covered by collective bargaining and are not subject to merit system provisions – they are at-will. It is advisable for agencies to provide written notice of the terms and conditions at the start of employment.

Temporary appointments require completion of a [Hiring Justification](#) form (CFN 552-0744). This form should be submitted to your DAS Personnel Officer.

A temporary employee shall only be given another temporary type of appointment to the extent that the total number of hours worked in all temporary appointments in any agency, or combination of agencies, in a fiscal year does not exceed 780 hours. Further, a temporary appointment of any given individual on state payroll cannot be preceded or followed by a temporary services staffing assignment through a vendor of that individual to exceed 780 hours in a fiscal year, regardless of agency placement.

Temporary Staffing Services (not on state payroll)

Temporary staffing services are provided by a temporary staffing vendor and are not placed on state payroll. Temporary staffing service employees are not employees of the state; the temporary staffing vendor is the employer responsible for recruitment, hiring, discipline, and all other aspects of managing the employment relationship. Please consult with your DAS Personnel Officer regarding your particular situation.

General Staff Augmentation

General, non IT related, temporary staffing needs must be fulfilled through a master contract with **ACRO Service Corporation**. Job titles, job descriptions, and pricing can be found [here](#).

Individual temporary workers will be restricted to working less than 780 hours per fiscal year. In limited project-based assignments, subject to prior approval from DAS, positions may be eligible for a longer-term assignment not to exceed 18 months in a two-year period in any agency or combination of agencies. Project-based assignments are intended for projects with a limited scope of work and duration

that require either professional or highly technical skills. These do not include administrative support, blue collar, or other operational work that is required to carry out daily or routine activities. Please consult with your DAS Personnel Officer regarding your particular situation. Temporary staffing services through a vendor must be approved by DAS and DOM using the [Temporary Staffing Vendor Services Request](#) form (CFN 552-0647). This form should be submitted to your DAS Personnel Officer.

ACRO Service Corporation is responsible for recruitment, screening, interviewing, referring acceptable candidates, and negotiating pay. Agencies may **NOT** refer candidates to ACRO for consideration during the recruitment process. Agencies may interview candidates who have been referred by ACRO, but may not negotiate pay or make any promises or representations on behalf of the employer, ACRO.

If you need temporary staffing in positions not covered by the ACRO contract, please contact your assigned DAS Personnel Officer for guidance.

IT Staff Augmentation

Temporary staffing needs that require IT skills may be fulfilled through a master contract with Computer Aid, Inc. (CAI). Standard job descriptions and rates were established in this master contract to be used by all agencies. The job descriptions and rates can be found [here](#). CAI has a network of over 160 vendors that can provide staff to meet almost any IT requirement. To create a requisition and obtain approval for your IT staffing needs, contact Joan Bond at (515) 314-8969 or Joan_Bond@exchange.compaid.com. Creating your requisition in the CAI Peoplefluent system routes your request to the state Chief Information Officer for approval. For additional questions, please contact Dawn.Connet@iowa.gov or 515- 725-0508.

Temporary to Permanent Appointment

The State of Iowa does not offer a temp to hire option. All permanent appointments to merit covered positions must be made from an eligible list of candidates provided by DAS-HRE.

When a temporary worker (supplied by a vendor on assignment with the state) is selected for a permanent appointment, the temporary worker must have completed a minimum number of hours with the state agency of assignment **or** the hiring agency must pay a conversion fee to the supplying vendor. The conversion fee will be applied if a temporary worker is hired before completing:

- 520 hours for Clerical/Administrative, Call Center/CSR, Food Related Services, Industrial/Laborer, and Trades personnel **OR**
- 1040 hours for all other classifications identified in the [pricing schedule](#)

The conversion fee shall be equal to 160 hours times the temporary worker's straight time hourly rate.