

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
STATE OF IOWA,	)	
Public Employer,	)	
	)	
and	)	CASE NO. 8331
	)	
AMERICAN FEDERATION OF STATE,	)	
COUNTY AND MUNICIPAL EMPLOYEES,	)	
IOWA PUBLIC EMPLOYEES COUNCIL 61,	)	
Petitioner/Certified Employee	)	
Organization.	)	
	)	

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 PUBLIC EMPLOYMENT RELATIONS BOARD

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed pursuant to Iowa Code section 20.13 and PERB rule 621-4.6(20), the parties filed with the Board a stipulation of bargaining unit as amended, which was tentatively approved by the Board. A public notice of the Board's proposed decision to amend the bargaining unit in accordance with the parties' stipulation was posted in conformance with PERB's rules, and no objections to the proposed decision were filed.

IT IS THEREFORE ORDERED that the bargaining unit of employees of the State of Iowa originally determined in PERB Case No. 365, and subsequently amended in Case Nos. 1606, 3597, 3963 and 4062, is hereby further amended to include employees in the job classification of Long Term Care Ombudsman.

IT IS FURTHER ORDERED that the certification of the Petitioner/Certified Employee Organization is hereby amended to reflect its certification as the bargaining representative of the amended bargaining unit.

Dated at Des Moines, Iowa, this 26th day of January, 2011.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: James R. Riordan  
 James R. Riordan, Chair

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

CEO 331

---

STATE OF IOWA, Public Employer,	)	
	)	
and	)	CASE NO. 4631
	)	
AFSCME/IOWA COUNCIL 61, Certified Employee Organization/Petitioner.	)	

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**AMENDMENT OF BARGAINING UNIT AND CERTIFICATION**

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act [Act], Chapter 20, Iowa Code (1991) and Rule 4.6 of the Public Employment Relations Board [Board or PERB], the parties filed with the Board a Stipulation of Bargaining Unit.

Said Stipulation has been tentatively approved by the Board; a Public Notice of Proposed Decision of Amendment of Bargaining Unit has been posted in conformance with PERB Rules; and no objections have been filed, therefore:

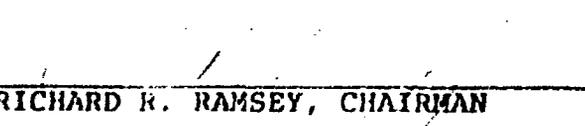
IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 363, 364, et al., and the certification of AFSCME/Iowa Council 61, is amended to read as follows:

**INCLUDED:** To amend the existing professional fiscal and staff bargaining unit to include the following job classifications: Health Professional Investigator (02230); Nursing Standards Representative (02040).

**EXCLUDED:** Same job classifications currently excluded from the professional fiscal and staff services bargaining unit.

DATED at Des Moines, Iowa this \_\_\_\_ day of April, 1992.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
\_\_\_\_\_  
RICHARD R. RAMSEY, CHAIRMAN

cc: Jenifer Weeks-Karns  
Susan Logsdon  
Mark Coleman

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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PUBLIC EMPLOYMENT  
RELATIONS BOARD

STATE OF IOWA,	)	
	)	
Public Employer,	)	
	)	
and	)	CASE NO. 4062
	)	
AFSCME/IOWA COUNCIL 61,	)	
	)	
Certified Employee	)	
Organization.	)	

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act, and Rule 4.6 of the Public Employment Relations Board's Rules, the parties waived hearing and filed with the Board a Stipulation of Bargaining Unit.

Said Stipulation having been tentatively approved by the Board and posted in conformance with the Board's Rules, and no objections having been filed thereto:

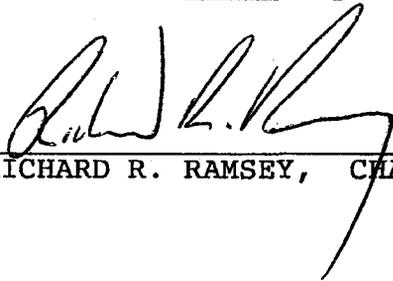
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case Numbers 365, 1606, 3596, 3597, 3736 and 3963 and the certification of AFSCME/Iowa Council 61 is amended to read as follows:

**INCLUDED:** To include the job classification of Taxpayer Specialist 1 in the bargaining unit consisting of all fiscal and staff employees of the State of Iowa.

**EXCLUDED:** All job classifications excluded in PERB Case Numbers 365, 1606, 3596, 3597, 3736 and 3963, all persons excluded by Section 4 of the Act, and all other employees of the State of Iowa.

DATED at Des Moines, Iowa this 27<sup>th</sup> day of November, 1989.

  
\_\_\_\_\_  
RICHARD R. RAMSEY, CHAIRMAN

cc: Linda Hanson  
Michael Hansen

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA,	)	
	)	
PUBLIC EMPLOYER	)	
	)	
AND	)	CASE NO. 3963
	)	
AFSCME/IOWA COUNCIL 61,	)	
	)	
CERTIFIED EMPLOYEE ORGANIZATION	)	
	)	

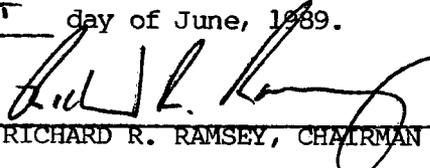
AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

On May 3, 1989, the Public Employment Relations Board (Board) issued an Order including the job classifications of Public Defender I and Public Defender II in an existing professional fiscal and staff bargaining unit represented by AFSCME/Iowa Council 61 (AFSCME). The Public Defender job titles utilized by the Board in that Order were the titles identified in the position paper filed with the Board by the Iowa Department of Personnel (IDOP).

On May 12, 1989, IDOP advised the Board, in writing, that the job classification of Public Defender III should also be included in the professional fiscal and staff bargaining unit. On May 16, 1989, the Board notified the Iowa Public Defenders Association (Association) and AFSCME, in writing, of IDOP's request. The Board notified AFSCME and the Association to file written objections, if any, by May 26, 1989. AFSCME and the Association have not filed any objections regarding IDOP's request. Therefore:

IT IS HEREBY ORDERED that the professional fiscal and staff bargaining unit and the certification of AFSCME/Iowa Council 61 are amended to include the job classification of Public Defender III.

DATED at Des Moines, Iowa this 1st day of June, 1989.

  
 \_\_\_\_\_  
 RICHARD R. RAMSEY, CHAIRMAN

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD 5 PM 3: 27

PUBLIC EMPLOYMENT  
RELATIONS BOARD

STATE OF IOWA,	)	
	)	
PUBLIC EMPLOYER	)	
	)	
AND	)	
	)	CASE NO. 3806
AFSCME/IOWA COUNCIL 61,	)	
	)	
CERTIFIED EMPLOYEE	)	
ORGANIZATION/PETITIONER	)	

RULING ON OBJECTIONS TO PROPOSED DECISION AND ORDER

Findings of Fact

On September 22, 1988, AFSCME, Iowa Council 61 (AFSCME) filed a petition for amendment of bargaining unit with the Public Employment Relations Board (Board), pursuant to Section 13 of the Public Employment Relations Act (Act), and Rule 4.6 of the Board's Rules and Regulations. On November 16, 1988, the State of Iowa (State) and AFSCME filed a stipulation with the Board in which the State and AFSCME agreed that certain job classifications of state employees are appropriately included in an existing statewide professional fiscal and staff bargaining unit represented by AFSCME. The stipulation affected 51 job classifications. Pursuant to Board rule 4.2, the Board tentatively approved the stipulation and the Board issued a public notice of proposed decision which contained the job classifications affected by the parties' stipulation. The proposed decision stated that any person objecting to the stipulation must file written objections with the Board. As a result of the proposed decision the Board received 147 objections from individual state employees, and certain state departments whose

employees are affected by the stipulation. These employees and departments resist the inclusion of certain job classifications in the professional fiscal and staff bargaining unit.

On January 17 and 18, 1989 and on February 7 and 8, 1989, the undersigned administrative law judge conducted public hearings for the purpose of determining whether the job classifications at issue are appropriately included in the existing statewide fiscal and staff bargaining unit represented by AFSCME.

I have reviewed, as part of the record in this case, all written objections filed by state employees who did not participate at the public hearing. The evidence and testimony presented at hearing and the written objections filed with the Board establish the actual job duties and responsibilities of each job classification at issue, and the reasons each employee requests not to be included in the state-wide professional fiscal and staff bargaining unit represented by AFSCME.

#### Conclusions of Law

The purpose of this proceeding, under Board Rule 4.2, is to determine whether the Board should grant final approval of the bargaining unit stipulation filed by the State and AFSCME. This determination is based upon a review of the actual job duties and responsibilities of each job classification at issue.

The issues raised by the numerous objections filed in this case may be summarized as follows: (1) Whether certain job classifications are confidential within the meaning of Section 3.7 of the Act; (2) Whether certain classifications are the deputy or first assistant of an administrative officer, director or chief executive officer of the State or a major division of the State, within the meaning of Section 4.2 of the Act; and (3) Whether certain job classifications are supervisory in nature within the meaning of Section 4.2 of the Act.

review I conclude that the stipulation of amended bargaining unit filed by the State and AFSCME appropriately amends the existing state-wide professional fiscal and staff bargaining unit to include job classifications of state employees who are not otherwise precluded by the Act.

Based upon the foregoing, I issue the following:

ORDER

IT IS HEREBY ORDERED that the objections filed in this case are dismissed, in their entirety.

IT IS FURTHER ORDERED that the professional fiscal and staff bargaining unit found appropriate by the Board in State of Iowa, 77 PERB 365, 366 et al., is amended to include the job classifications contained in the stipulation of amended bargaining unit submitted to the Board by the State of Iowa and AFSCME, Council 61.

DATED at Des Moines, Iowa this 5th day of May, 1989.

  
JAMES A. McCLIMON, ADMINISTRATIVE LAW JUDGE

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD  
PUBLIC NOTICE OF PROPOSED DECISION OF AMENDED BARGAINING UNIT

STATE OF IOWA,	)	
Public Employer	)	
and	)	CASE NO. 3806
	)	
AFSCME, COUNCIL 61,	)	
Certified Employee Organization	)	

YOU ARE HEREBY NOTIFIED that the Public Employment Relations Board has given tentative approval to the following job classifications as being appropriately included and excluded from the Professional Fiscal and Staff unit job classifications originally determined in PERB Case No. 365, and Amended in PERB Case No. 1606 under the provisions of the Public Employment Relations Act.

**INCLUDED:** 00166 Systems Programmer, 00167 Sr. Systems Programmer, 00360 Technical Tax Spec. 1, 00361 Technical Tax Spec. 2, 00362 Technical Tax Spec. 3, 00447 Insurance Co. Examiner Spec., 00532 Utility Spec., 00643 Attorney 1, 00644 Attorney 2, 00645 Attorney 3, 00685 Treasury Investment Officer 1, 00686 Treasury Investment Officer 2, 00693 Exec. Asst. 1, 00694 Exec. Asst. 2, 00721 Budget Anal. 1, 00722 Budget Anal. 2, 00723 Budget Anal. 3, 00733 Management Anal. 1, 00734 Management Anal. 2, 00736 Management Anal. 3, 00737 Management Anal. 4, 00754 Information Spec. 3, 00835 Retire. Trust Fund Spec., 00872 Manpower Research Econ. 3, 00924 Lottery Network Coord., 00925 Lottery Commun. Coord., 00930 Customer Service Repr., 03313 Affirm Action Compl. Officer 1, 03314 Affirm Action Compl. Officer 2, 04023 Program Planner 3, 04112 Right of Way Agent 3, 04385 Main Oprs. Asst., 14584 Asst. Auditor 1, 14585 Asst. Auditor 2, 14741 Exec. Asst., 14913 Administrative Asst. 3, 14914 Administrative Asst. 4, 15305 Unclaimed Property Examiner, 15461 Military Record Archivist, 15462 Inspector General, 20574 Arts Programmer 3, 20639 Justice Systems Anal., 20596 Planning/Research Supv., 31211 Coord. of Planning, 31305 Resource Mgr..

**EXCLUDED:** 00468 Sr Insurance Rate/Policy Anal., 14563 State Climatologist, 15052 Racing Steward, 15053 Mutuel Auditor, 15055 Racing Veterinarian, 30217 Administrative Asst.

Persons desiring further information may contact the parties named above or the Public Employment Relations Board. Persons having objections to the proposed decision must file same in writing with the Public Employment Relations Board at the address set forth below not later than December 9, 1987. Objecting parties must identify themselves, provide a mailing address and telephone number, and set out their specific grounds for objecting. If no objections are filed, the Public Employment Relations Board shall endorse the proposed decision as final.

William Snyder  
Employer Representative  
Department of Personnel  
Grimes State Office Bldg  
Des Moines, Iowa

Michael Hansen  
Employee Representative  
AFSCME  
2525 E. Euclid  
Des Moines, Iowa

PUBLIC EMPLOYMENT RELATIONS BOARD  
507 Tenth Street  
Des Moines, Iowa 50309  
(515) 281-4414

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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AFSCME, COUNCIL 61, Complainant	*	
	*	
and	*	CASE NOs. 3596 &
STATE OF IOWA, DEPARTMENT OF EMPLOYMENT SERVICES, DIVISION OF INDUSTRIAL SERVICES, Respondent	*	3736
	*	
	*	
STATE OF IOWA, DEPARTMENT OF EMPLOYMENT SERVICES, DIVISION OF INDUSTRIAL SERVICES, Public Employer	*	CASE NO. 3597
	*	
and	*	
AFSCME, COUNCIL 61, Petitioner/Certified Employee Organization	*	
	*	

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RECOMMENDED DECISION AND ORDER

James A. McClimon, Administrative Law Judge. Pursuant to Rule 2.16 of the Rules and Regulations of the Public Employment Relations Board (Board), these cases were previously consolidated for hearing by the Board.

In Case No. 3596, AFSCME, Council 61 (AFSCME), alleges that the Industrial Commissioner (Commissioner) refuses to recognize the job classification of Attorney III as a bargaining unit position represented by AFSCME, in violation of Sections 10.1 and 10.2 of the Public Employment Relations Act (Act). In Case No. 3736,

AFSCME alleges that the Industrial Commissioner violated Sections 10.1 and 10.2 of the Act when the Commissioner: 1) changed certain AFSCME members' job classifications to the Attorney III classification; and 2) informed AFSCME members that the Attorney III job classification is excluded from an existing bargaining unit represented by AFSCME. In Case No. 3597, AFSCME seeks to clarify whether the Attorney III job classification is included in an existing bargaining unit represented by AFSCME.

The parties waived hearing and submitted certain stipulated facts. Based upon the parties' Stipulation of Facts, I make the following:

#### FINDINGS OF FACT

The relevant stipulated facts are as follows:

1. House File 2444 enacted by the General Assembly of the State of Iowa created the position of Chief Deputy Industrial Commissioner. The position was assigned by the Department of Personnel to the classification of Attorney III.
2. House File 2444, when enacted by the General Assembly, did not exempt the Chief Deputy Industrial Commissioner from Chapter 20 of the Code of Iowa, but did exempt the position from the Merit Pay system. In the House-Senate Conference Committee the section of House File 2444 exempting the Chief Deputy Industrial Commissioner from the provisions of the Public Employment Relations Act was stricken.
3. The position of Chief Deputy Industrial Commissioner did not exist prior to the original certification determined by PERB in Case No. 365.
4. The Division of Industrial Services, formerly known as The Office of the Iowa Industrial Commissioner, has two positions of Chief Deputy Industrial Commissioner.

dismissed, in their entirety.

Based upon the foregoing Findings of Fact and Conclusions of Law, I issue the following:

ORDER

The order of certification of AFSCME, Council 61, and the professional fiscal and staff services bargaining unit determined by the Board in State of Iowa, 77 PERB 365, are amended to include the job classification of Chief Deputy Industrial Commissioner.

DATED this 7<sup>th</sup> day of December, 1988.

  
\_\_\_\_\_  
JAMES A. McCLIMON  
Administrative Law Judge

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
STATE OF IOWA,	)	
Public Employer	)	CASE NO. 1606
	)	
and	)	ORDER
	)	
AMERICAN FEDERATION OF STATE,	)	(Amending Case No. 365)
COUNTY AND MUNICIPAL EMPLOYEES,	)	
COUNCIL 61, AFL-CIO,	)	
Petitioner/Certified Employee	)	
Organization	)	

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board a stipulation of bargaining unit adding the job classification of Labor Safety and Health Consultant to the previously determined bargaining unit.

Said stipulation having been tentatively approved by the Board and posted in conformance with the Board's Rules and Regulations, no objections having been filed thereto, and the Board having no objections;

ORDER

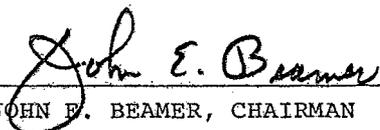
IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 365 and the certification of the American Federation of State, County and Municipal Employees, Council 61, AFL-CIO in that case be and hereby is amended to read as follows:

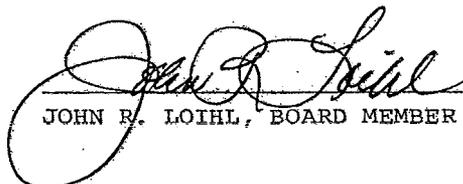
INCLUDED: Include in PERB Case No. 365 (Professional Fiscal and Staff Unit), the job classification of Labor Safety and Health Consultant.

EXCLUDED: All job classifications excluded in PERB Case No. 365.

DATED at Des Moines, Iowa this 28th day of February, 1980.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
\_\_\_\_\_  
JOHN E. BEAMER, CHAIRMAN

  
\_\_\_\_\_  
JOHN R. LOIHL, BOARD MEMBER



STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA,

Public Employer

AND

AMERICAN FEDERATION OF STATE, COUNTY AND  
MUNICIPAL EMPLOYEES, IOWA PUBLIC EMPLOYEES  
COUNCIL 61,

Petitioner

CASE NO. 1139

ORDER OF CERTIFICATION

Now on this 28th day of November, 1977, the Board being advised that an election was conducted pursuant to Order of the Board, and that the American Federation of State, County And Municipal Employees, Iowa Public Employees Council 61, an employee organization, received an affirmative vote of the majority of employees voting in the above - referenced case, and the Board having further found that the employee organization has fully complied with all regulations of the Act and the rules and regulations thereunder;

IT IS HEREBY ORDERED that the American Federation of State, County and Municipal Employees, Iowa Public Employees Council 61, should be, and hereby is, designated as the exclusive bargaining representative for certain employees of the State of Iowa, a public employer, in the following bargaining unit:

INCLUDED: All professional employees of the State of Iowa engaged in fiscal and staff services, as set forth under "Inclusions" in Appendix E. (Attached)

EXCLUDED: All persons holding classifications as set forth under "Exclusions" in Appendix E: (Attached) all professional employees of the University of Iowa, Iowa State University and University of Northern Iowa; managerial, supervisory, confidential and all other employees of the State of Iowa, and all other persons excluded by Sections 4 of the Act.

DONE by the Public Employment Relations Board this 28th day of November, 1977.

  
JOHN R. LOIHL, BOARD MEMBER

APPENDIX E

INCLUSIONS

State Merit Classification

Computer Programmer II	Utility Auditor I
Computer Programmer III	Utility Auditor II
Computer Programmer IV	Utility Rate Investigator
Systems Analyst I	Emergency Services Officer I
Systems Analyst II	Emergency Services Officer II
Systems Analyst III	Law Clerk
Data Processing Specialist	Deputy Industrial Commissioner
Purchasing Agent I	Hearing/Compliance Officer I
Purchasing Agent II	Hearing/Compliance Officer II
Purchasing Agent III	Attorney I
Accountant I	Attorney II
Accountant II	Attorney III
Field Auditor I	Transportation Program Analyst
Field Auditor II	Concessions Assistant
Revenue Auditor I	Information Specialist I
Revenue Auditor II	Information Specialist II
Revenue Examiner I	Information Specialist IV
Revenue Examiner II	Employment Security Specialist II
Property Appraiser I	Employment Security Specialist III
Property Appraiser II	Employment Security Specialist IV
Property Appraiser III	State Counseling Specialist
Revenue Administrator I	Employment Liability Auditor I
Inheritance Tax Examiner	Employment Liability Auditor II
Bank Examiner I	Employment Liability Auditor III
Bank Examiner II	Employment Liability Collection
Bank Examiner III	Officer
Bank Examination Analyst	Scholarship & Loan Supervisor
Credit Union Examiner I	Higher Education Facilities
Credit Union Examiner II	Specialist
Credit Union Examiner III	Annals Editor
Credit Union Examination Analyst	Historical Editor
Small Loan Examiner I	Historical Preservation Specialist
Small Loan Examiner II	Historical Specialist
Insurance Company Examiner I	Pharmacy Consultant
Insurance Company Examiner II	Pharmacy Investigator
Insurance & Claims Investigator	Equal Employment Opportunity
Insurance Program Specialist	Tech
Insurance Complaint Analyst	Equal Employment Opportunity
Insurance Policy Analyst	Coord
Insurance Rate Analyst I	Adjutant, Soldier's Home
Insurance Rate Analyst II	Health Planner I
Actuary	Health Planner II
Securities Examiner	Resource & Program Planner I
Securities Dealer Examiner	Resource & Program Planner II
Public Utilities Rate Analyst I	Environmental Research Planner
Public Utilities Rate Analyst II	Outdoor Recreation Planner I
Utilities Regulation Economist	Outdoor Recreation Planner II
Transportation Economics Analyst	
Asst Transportation Regulation Admin.	
Utilities Financial Examiner I	
Utilities Financial Examiner II	

APPENDIX E

PAGE 2

State Merit Classification (cont'd)

Right of Way Agent I	Grain Market Reporter
Right of Way Agent II	Resource Conservationist
Right of Way Agent III	County Conservation Administrator
Right of Way Appraiser I	Assistant County Conservation
Right of Way Appraiser II	Administrator
Right of Way Appraiser III	Criminal Analyst
Land Acquisition Appraiser	Drug Investigator
Property Management Supervisor	Medical Services Administrator
Utilities Agent	Statistical Research Analyst I
Health Facilities Surveyor	Statistical Research Analyst II
Health Facilities Consultant	Manpower Research Economist I
Agricultural Marketing Specialist	Manpower Research Economist II

IEBN Merit Classification

Supervisor of Public Information	Unit Supervisor
Assistant Public Instruction	Production Assistant
Cinematographer	Graphic Artist
Producer Director I	Camerman
Producer Director II	Department Assistant
Art Supervisor	General Services Supervisor
Film Supervisor	Operations Assistant

State Non-Classified System

Supvr of Dairy Trade Prac	Grant Compliance Officer
Development Commission Admin	Criminal Justice Analyst
Development Commission Admin	Program Monitor/App Coord
Development Commission Asst.	Police Specialist
Development Commission Asst	Corrections Specialist
Development Commission Asst.	Police/Prevention Spec
Research Spec. - Police	Asst. Planning Officer
Research Spec - Corrections	Community Prog. Spec.
Fiscal Assistant	Community Prog Spec.
Fiscal Supervisor	Housing Specialist
Associate State Planner	Sec. Dep. Citizens Aide
Sr. State Planner	Dep. Citizens Aide-Indians
Asst State Planner	Dep Citizens Aide-Corr
Planning Specialist	Highway Safety Area Admin
Community Planner	CETA Inventory Officer

Public Instruction Non-Classified System

Accountant

Voc. Rehab Non-Classified System

Prof. Assoc. Accountant II  
Contract Sales Representative

APPENDIX E

PAGE 3

EXCLUSIONS

State Merit Classification

Central Pre-Audit Supervisor	Inventory Control Manager
Assistant State Accountant	Purchasing Agent IV
State Accountant	Liquor Store Operations Manager
Assistant Supt of Banking	Liquor Products Manager
State Director of Employment Relations	Accountant III
Employment Relations Specialist	Accountant IV
State Fair Fiscal/Mgt Coordinator	Field Auditor III
Budget Analyst I	Liquor Store Auditor
Budget Analyst II	Revenue Auditor III
Budget Analyst III	Revenue Auditor IV
Budget Analyst IV	Revenue Exam Supervisor
Asst State Budget Director	Property Appraiser IV
State Budget Director	Revenue Supervisor I
Local Budget Director	Revenue Supervisor II
Management Analyst I	Revenue Administrator II
Management Analyst II	Revenue Administrator III
Management Analyst III	Deputy Director of Property Tax
Management Analyst IV	Inheritance Tax Administrator
Personnel Analyst I	Bank Examiner IV
Personnel Analyst II	Bank Examination Supervisor
Personnel Analyst III	Credit Union Examination Supv
Personnel Analyst IV	Small Loan Supervisor
Personnel Analyst V	Insurance Company Examiner III
Dep Director, Merit Employment	Chief Insurance Company Examiner
Employee Services Admin.	Insurance Complaints Supervisor
Personnel Officer I	Property Casualty Insurance Division Director
Personnel Officer II	Life/Health Insurance Division Director
Personnel Officer III	Superintendent of Securities
Personnel Officer IV	Transportation Regulation Admin.
Personnel Officer V	Principal Utility Auditor
Asst. Soil Conservation Director	Chief Utility Auditor
Dep Conservation Director	Director of Utility Finance
State Payroll Supervisor	Emergency Services Officer III
Stat Research Analyst III (supv)	Regulation Board Counsel
Stat Research Analyst IV	Commerce Solicitor
Vital Statistics Administrator	Commerce Counsel
Manpower Research Economist III	Business Manager
Manpower Research Economist IV	Administrative Officer I
Manpower Research Economist V	Administrative Officer II
Systems Analyst III (supv)	Administrative Officer III
Systems Programmer	Administrative Officer IV
Systems Analysis Manager	Director of Voter Registration
Programming Manager	Asst. Director of Voter Registration
Systems & Programming Supervisor	Asst to Director of Highways
Data Processing Administrator I	Deputy Director, Beer & Liquor Department
Data Processing Administrator II	Information Specialist III
Data Processing Administrator III	
Data Processing Administrator IV	

APPENDIX E

PAGE 4

State Merit Classification (cont'd)

Employment Service Manager I	Asst Right of Way Admin (Oper )
Employment Service Manager II	Asst Right of Way Admin (Admin)
Employment Service Manager III	Right of Way Administrator
Employment Service Manager IV	Land Acquisition Superintendent
Employment Security Specialist V	Liquor Properties Manager
Retirement Trust Fund Specialist	Central Services Director
Retirement Program Administrator	Health Facilities Officer
Employment Service Administrator	Health Facilities Administrator
Claims Manager I	Asst Aeronautics Comm Director
Claims Manager II	Conservation Education Center Mgr
Unemployment Insurance Administrator	Chief Drivers License Examiner
Assistant Tax Functions Administrator	Drivers License Director
Tax Functions Administrator	Assistant Vehicle Registration Dir
Employment Liability Auditor IV	Vehicle Registration Director
Employment Liability Auditor V	Fleet Manager
Employment Liability Auditor VI	Asst Comm Health Administrator
Utilization Review Officer	Beautification Administrator
Equal Employment Opportunity Supv	Asst Soil Conservation Director
Health Planner III	Dep Conservation Director
Resources & Program Planner III	Asst Director of Marketing Div
Outdoor Recreation Planner III	Development Commission Asst
Outdoor Recreation Planning Admin.	Administrative Asst
Right of Way Agent III (supv )	Personnel Officer
Right of Way Agent IV	Chief Fiscal Officer
Right of Way Agent V	Administrative Consultant
Right of Way Appraiser IV	
Right of Way Appraiser V	

IEBN Merit Classification

Director of Administration	Manager Accounting
Director of Programming	Officer Personnel
Manager of Operations	Executive Director Education
Manager Production	

State Non-Classified System

St Building Code Administrator	Grant Compliance Supervisor
Planning Supervisor	Dep Director for Project

Public Instruction Non Classified System

Chief Information & Public	Accounting Supervisor
Dir , Transportation	Assoc Supt Administration
Dir , Management Info	

Voc Rehab Non-Classified System

Center Administrator	Coordinator Planning
Coord of Recreational	Management Information
Regional Manager	

FILED

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PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA  
PUBLIC EMPLOYER

AND

IOWA HIGHER EDUCATION ASSOCIATION,  
STAFF EMPLOYEES COLLECTIVE ORGANIZATION,  
AMERICAN FEDERATION OF STATE, COUNTY AND  
MUNICIPAL EMPLOYEES,  
PETITIONERS AND/OR INTERVENORS

Case Nos. 365, 366,  
632, and 640

IN THE MATTER OF:

STATE OF IOWA,  
PUBLIC EMPLOYER

AND

IOWA BRAILLE EDUCATION ASSOCIATION, IOWA  
SCHOOL FOR THE DEAF EDUCATION ASSOCIATION,  
PETITIONERS AND/OR INTERVENORS

Case Nos. 364, 389,  
and 522

IN THE MATTER OF:

PROFESSIONAL SECURITY COUNCIL OF THE IOWA  
ASSOCIATION OF NURSES,  
PETITIONER

AND

STATE OF IOWA,  
PUBLIC EMPLOYER

Case Nos. 363, 641,  
642, 681, and 682.

DECISION AND ORDER

Edward F Kolker, Chairman. Hearings on the merits of the above entitled matters were conducted by the Public Employment Relations Board (hereinafter the Board) during August, September and November, 1976. Briefs of the parties were filed in October, 1976, and January, 1977. Because of the interrelation of issues among the cases, and our judgment that determination of bargaining units for state employees should be accomplished in a comprehensive fashion, we have consolidated the cases for decision. In doing so, however, we have attempted to segregate the basic

Iowa, including professional employees engaged in research and academically-related functions, engineering, and fiscal and staff services, as set forth under "inclusions" in Appendix D,

EXCLUDED All persons holding classifications as set forth under "Exclusions" in Appendix D; managerial, supervisory, confidential and all other employees of the State of Iowa, and all other persons excluded by Section 4 of the Act.

Unit 5.

INCLUDED. All professional employees of the State of Iowa engaged in fiscal and staff services, as set forth under "Inclusions" in Appendix E,

EXCLUDED. all persons holding classifications as set forth under "Exclusions in Appendix E, all professional employees of the University of Iowa, Iowa State University and University of Northern Iowa, managerial, supervisory, confidential, and all other employees of the State of Iowa, and all other persons excluded by Section 4 of the Act

Unit 6.

INCLUDED All professional employees of the State of Iowa engaged in engineering, as set forth under "Inclusions" in Appendix F,

EXCLUDED All persons holding classifications as set forth under "Exclusions" in Appendix F, all professional employees of the University of Iowa, Iowa State University, and the University of Northern Iowa, managerial, supervisory, confidential and all other employees of the State of Iowa, and all other persons excluded by Section 4 of the Act

IT IS FURTHER ORDERED, in Case Nos 363, 641, 642, 681 and 682, that the following units are appropriate for purposes of collective bargaining within the meaning of Section 13(2) of the Act

Unit 7.

INCLUDED All non-faculty professional employees of the State of Iowa engaged in patient treatment, including physicians, (I, II, III and IV), dentists, public health dentists, public health psychiatrists, radiologists, team physicians,

the Act, Rule 4.4(4) shall apply. Therefore,

IT IS FURTHER ORDERED that the public employer submit to the Board within fourteen days alphabetical lists of the names and job classifications of the employees in Units 1, 3, 8 and 9 above.

DATED at Des Moines, Iowa this 3rd day of March, 1977.

PUBLIC EMPLOYMENT RELATIONS BOARD

*Edward F. Kolker*

EDWARD F. KOLKER, CHAIRMAN

*Vernon C. Cook*

VERNON C. COOK, BOARD MEMBER

*John R. Loihl*

JOHN R. LOIHL, BOARD MEMBER

APPENDIX E

INCLUSIONS

State Merit Classification

Computer Programmer II	Utility Auditor I
Computer Programmer III	Utility Auditor II
Computer Programmer IV	Utility Rate Investigator
Systems Analyst I	Emergency Services Officer I
Systems Analyst II	Emergency Services Officer II
Systems Analyst III	Law Clerk
Data Processing Specialist	Deputy Industrial Commissioner
Purchasing Agent I	Hearing/Compliance Officer I
Purchasing Agent II	Hearing/Compliance Officer II
Purchasing Agent III	Attorney I
Accountant I	Attorney II
Accountant II	Attorney III
Field Auditor I	Transportation Program Analyst
Field Auditor II	Concessions Assistant
Revenue Auditor I	Information Specialist I
Revenue Auditor II	Information Specialist II
Revenue Examiner I	Information Specialist IV
Revenue Examiner II	Employment Security Specialist II
Property Appraiser I	Employment Security Specialist III
Property Appraiser II	Employment Security Specialist IV
Property Appraiser III	State Counseling Specialist
Revenue Administrator I	Employment Liability Auditor I
Inheritance Tax Examiner	Employment Liability Auditor II
Bank Examiner I	Employment Liability Auditor III
Bank Examiner II	Employment Liability Collection Officer
Bank Examiner III	Scholarship & Loan Supervisor
Bank Examination Analyst	Higher Education Facilities Specialist
Credit Union Examiner I	Annals Editor
Credit Union Examiner II	Historical Editor
Credit Union Examiner III	Historical Preservation Specialist
Credit Union Examination Analyst	Historical Specialist
Small Loan Examiner I	Pharmacy Consultant
Small Loan Examiner II	Pharmacy Investigator
Insurance Company Examiner I	Equal Employment Opportunity Tech
Insurance Company Examiner II	Equal Employment Opportunity Coord.
Insurance & Claims Investigator	Adjutant, Soldier's Home
Insurance Program Specialist	Health Planner I
Insurance Complaint Analyst	Health Planner II
Insurance Policy Analyst	Resource & Program Planner I
Insurance Rate Analyst I	Resource & Program Planner II
Insurance Rate Analyst II	Environmental Research Planner
Actuary	Outdoor Recreation Planner I
Securities Examiner	Outdoor Recreation Planner II
Securities Dealer Examiner	
Public Utilities Rate Analyst I	
Public Utilities Rate Analyst II	
Utilities Regulation Economist	
Transportation Economics Analyst	
Asst Transportation Regulation Admin.	
Utilities Financial Examiner I	
Utilities Financial Examiner II	

APPENDIX E

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State Merit Classification (cont'd)

Right of Way Agent I	Grain Market Reporter
Right of Way Agent II	Resource Conservationist
Right of Way Agent III	County Conservation Administrator
Right of Way Appraiser I	Assistant County Conservation Administrator
Right of Way Appraiser II	Criminal Analyst
Right of Way Appraiser III	Drug Investigator
Land Acquisition Appraiser	Medical Services Administrator
Property Management Supervisor	Statistical Research Analyst I
Utilities Agent	Statistical Research Analyst II
Health Facilities Surveyor	Manpower Research Economist I
Health Facilities Consultant	Manpower Research Economist II
Agricultural Marketing Specialist	

IEBN Merit Classification

Supervisor of Public Information	Unit Supervisor
Assistant Public Instruction	Production Assistant
Cinematographer	Graphic Artist
Producer Director I	Cameraman
Producer Director II	Department Assistant
Art Supervisor	General Services Supervisor
Film Supervisor	Operations Assistant

State Non-Classified System

Supvr. of Dairy Trade Prac	Grant Compliance Officer
Development Commission Admin.	Criminal Justice Analyst
Development Commission Admin.	Program Monitor/App Coord.
Development Commission Asst.	Police Specialist
Development Commission Asst.	Corrections Specialist
Development Commission Asst.	Police/Prevention Spec
Research Spec. - Police	Asst. Planning Officer
Research Spec. - Corrections	Community Prog. Spec.
Fiscal Assistant	Community Prog Spec.
Fiscal Supervisor	Housing Specialist
Associate State Planner	Sec. Dep. Citizens Aide
Sr State Planner	Dep. Citizens Aide-Indians
Asst. State Planner	Dep. Citizens Aide-Corr
Planning Specialist	Highway Safety Area Admin.
Community Planner	CETA Inventory Officer

Public Instruction Non-Classified System

Accountant

Voc. Rehab. Non-Classified System

Prof. Assoc. Accountant II  
Contract Sales Representative

APPENDIX E

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EXCLUSIONS

State Merit Classification

Central Pre-Audit Supervisor	Inventory Control Manager
Assistant State Accountant	Purchasing Agent IV
State Accountant	Liquor Store Operations Manager
Assistant Supt. of Banking	Liquor Products Manager
State Director of Employment Relations	Accountant III
Employment Relations Specialist	Accountant IV
State Fair Fiscal/Mgt. Coordinator	Field Auditor III
Budget Analyst I	Liquor Store Auditor
Budget Analyst II	Revenue Auditor III
Budget Analyst III	Revenue Auditor IV
Budget Analyst IV	Revenue Exam. Supervisor
Asst. State Budget Director	Property Appraiser IV
State Budget Director	Revenue Supervisor I
Local Budget Director	Revenue Supervisor II
Management Analyst I	Revenue Administrator II
Management Analyst II	Revenue Administrator III
Management Analyst III	Deputy Director of Property Tax
Management Analyst IV	Inheritance Tax Administrator
Personnel Analyst I	Bank Examiner IV
Personnel Analyst II	Bank Examination Supervisor
Personnel Analyst III	Credit Union Examination Supv.
Personnel Analyst IV	Small Loan Supervisor
Personnel Analyst V	Insurance Company Examiner III
Dep. Director, Merit Employment	Chief Insurance Company Examiner
Employee Services Admin.	Insurance Complaints Supervisor
Personnel Officer I	Property Casualty Insurance Division Director
Personnel Officer II	Life/Health Insurance Division Director
Personnel Officer III	Superintendent of Securities
Personnel Officer IV	Transportation Regulation Admin.
Personnel Officer V	Principal Utility Auditor
Asst. Soil Conservation Director	Chief Utility Auditor
Dep. Conservation Director	Director of Utility Finance
State Payroll Supervisor	Emergency Services Officer III
Stat. Research Analyst III (supv.)	Regulation Board Counsel
Stat. Research Analyst IV	Commerce Solicitor
Vital Statistics Administrator	Commerce Counsel
Manpower Research Economist III	Business Manager
Manpower Research Economist IV	Administrative Officer I
Manpower Research Economist V	Administrative Officer II
Systems Analyst III (supv.)	Administrative Officer III
Systems Programmer	Administrative Officer IV
Systems Analysis Manager	Director of Voter Registration
Programming Manager	Asst. Director of Voter Registration
Systems & Programming Supervisor	Asst. to Director of Highways
Data Processing Administrator I	Deputy Director, Beer & Liquor Department
Data Processing Administrator II	Information Specialist III
Data Processing Administrator III	
Data Processing Administrator IV	

APPENDIX E

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State Merit Classification (cont'd)

Employment Service Manager I	Asst. Right of Way Admin (Oper)
Employment Service Manager II	Asst. Right of Way Admin (Admin)
Employment Service Manager III	Right of Way Administrator
Employment Service Manager IV	Land Acquisition Superintendent
Employment Security Specialist V	Liquor Properties Manager
Retirement Trust Fund Specialist	Central Services Director
Retirement Program Administrator	Health Facilities Officer
Employment Service Administrator	Health Facilities Administrator
Claims Manager I	Asst. Aeronautics Comm. Director
Claims Manager II	Conservation Education Center Mgr
Unemployment Insurance Administrator	Chief Drivers License Examiner
Assistant Tax Functions Administrator	Drivers License Director
Tax Functions Administrator	Assistant Vehicle Regulation Dir.
Employment Liability Auditor IV	Vehicle Registration Director
Employment Liability Auditor V	Fleet Manager
Employment Liability Auditor VI	Asst. Comm. Health Administrator
Utilization Review Officer	Beautification Administrator
Equal Employment Opportunity Supv	Asst. Soil Conservation Director
Health Planner III	Dep. Conservation Director
Resources & Program Planner III	Asst. Director of Marketing Div.
Outdoor Recreation Planner III	Development Commission Asst.
Outdoor Recreation Planning Admin	Administrative Asst.
Right of Way Agent III (supv.)	Personnel Officer
Right of Way Agent IV	Chief Fiscal Officer
Right of Way Agent V	Administrative Consultant
Right of Way Appraiser IV	
Right of Way Appraiser V	

IEBN Merit Classification

Director of Administration	Manager Accounting
Director of Programming	Officer Personnel
Manager of Operations	Executive Director Education
Manager Production	

State Non-Classified System

St. Building Code Administrator	Grant Compliance Supervisor
Planning Supervisor	Dep. Director for Project

Public Instruction Non-Classified System

Chief Information & Public	Accounting Supervisor
Dir, Transportation	Assoc. Supt. Administration
Dir, Management Info	

Voc Rehab Non-Classified System

Center Administrator	Coordinator Planning
Coord. of Recreational	Management Information
Regional Manager	