

**THE EMPLOYER SHALL PROMPTLY POST THIS ORDER IN THE MANNER AND LOCATIONS CUSTOMARILY USED FOR THE POSTING OF INFORMATION TO EMPLOYEES. THIS ORDER SHALL REMAIN POSTED FOR 10 DAYS.**

**IF THE EMPLOYER CUSTOMARILY DISTRIBUTES INFORMATION TO EMPLOYEES BY ADDITIONAL MEANS, SUCH AS BY E-MAIL OR HARD COPY, THE EMPLOYER SHALL PROMPTLY DISTRIBUTE THIS ORDER TO THE AFFECTED EMPLOYEES THROUGH THOSE MEANS AS WELL.**

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
Linn County,	)	
Public Employer,	)	BU-0377
	)	
and	)	
	)	
AFSCME Local 231 (Maintenance),	)	
Certified Employee Organization.	)	

ORDER OF RECERTIFICATION

Following the filing of an order directing an election, the Public Employment Relations Board (Board) conducted a retention and recertification election pursuant to Iowa Code section 20.15(2). The Board, having subsequently reviewed the file and being fully advised in the premises, finds that a majority of the employees in the bargaining unit voted in favor of retaining and recertifying AFSCME Local 231 (Maintenance) as the exclusive bargaining representative of the bargaining unit described below.

No objections to the election were filed as provided for in Iowa Code section 20.15(4) and PERB rule 621–15.4(20), and no postelection challenges were filed pursuant to PERB subrule 621—15.2(4). Therefore, the Board finds that an order of recertification should be issued.


IT IS THEREFORE ORDERED that AFSCME Local 231 (Maintenance) is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of Linn County:

INCLUDED: All maintenance employees of Linn County, Iowa, including: Custodian, Senior Custodian, Senior Facilities Worker, Facilities Worker, Automotive Service Worker, Mechanic, Senior Mechanic, Lead Mechanic, Heavy Equipment Operator, Light Equipment Operator, Cook, Shop Supervisor, Labor Supervisor, Parts Department Manager, LIFTS Dispatcher, LIFTS Driver, Bridge Crew Worker, Materials Handler, Food Service Coordinator, Traffic Technician Aide, Roadside Vegetation Management Aide, Hazardous Materials Specialist.

EXCLUDED: Technical and para-professional employees, clerical employees, professional employees, supervisors, confidential employees and all other persons excluded by section 4 of the Act.

DATED at Des Moines, Iowa, this 9th day of November 2020.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:  \_\_\_\_\_

Erik M. Helland, Board Member

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
LINN COUNTY,	)	
Petitioner/Public Employer,	)	
	)	
and	)	CASE NO. 6336
	)	
AMERICAN FEDERATION OF STATE,	)	
COUNTY AND MUNICIPAL EMPLOYEES,	)	
LOCAL 231,	)	
Certified Employee	)	
Organization.	)	

PUBLIC EMPLOYMENT  
 RELATIONS BOARD  
 2001 MAY 16 PM 12:59  
 FILED

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed pursuant to Iowa Code section 20.15 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 Linn County, Iowa, initially determined in PERB Case No. 61 and amended in Case Nos. 687, 3017, 3733, 4463, 5333, and 5875, and the certification of the American Federation of State, County and Municipal Employees, Local 231, is amended to read as follows:

INCLUDED: All maintenance employees of Linn County, Iowa, including: Custodian, Senior Custodian, Senior Facilities Worker, Facilities Worker, Automotive Service Worker, Mechanic, Senior Mechanic, Lead Mechanic, Heavy Equipment Operator, Light Equipment Operator, Cook, Shop Supervisor, Labor Supervisor, Parts Department Manager, LIFTS Dispatcher, LIFTS Driver, Bridge Crew Worker,

Materials Handler, Food Service Coordinator, Traffic Technician Aide, Roadside Vegetation Management Aide, Hazardous Materials Specialist.

EXCLUDED: Technical and para-professional employees, clerical employees, professional employees, supervisors, confidential employees, and all other persons excluded by section 4 of the Act.

Dated at Des Moines, Iowa, the 16th day of May, 2001.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: Richard P. Moore  
Richard P. Moore, Chair

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

LINN COUNTY,	)	
Public Employer,	)	
	)	
and	)	CASE NO. 5875
	)	
AMERICAN FEDERATION OF STATE,	)	
COUNTY and MUNICIPAL EMPLOYEES,	)	
LOCAL 231 (Maintenance)	)	
Petitioner/Certified	)	
Employee Organization.	)	

98 JUL 17 AM 9 18  
 PUBLIC EMPLOYMENT  
 RELATIONS BOARD

**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, Code of Iowa (1997) 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 was tentatively approved by the Board and adds the position(s) of Food Service Coordinator, Traffic Technician Aide, Roadside Vegetation Management Aide, and Hazardous Materials Specialist to the existing list of position(s) specifically included in the bargaining unit; a Public Notice of Proposed Decision of Amendment of Bargaining Unit was posted in conformance with PERB Rules; and no objections were filed, therefore:

**IT IS THEREFORE ORDERED** that the bargaining unit previously determined in Case No. 61, and amended in Case No. 687, 3017, 3733, 4463 and 5333, and the certification of the American Federation of State, County and Municipal Employees, Local 231, is amended to read as follows:

**INCLUDED:** All maintenance employees of Linn County, Iowa, including: Custodian, Senior Custodian, Senior Facilities Worker, Facilities Worker, Automotive Service Worker, Mechanic, Senior Mechanic, Lead Mechanic, Heavy Equipment Operator, Light Equipment Operator, Cook, Shop Supervisor, Labor Supervisor, Parts Department Manager, Dispatcher, LIFTS Driver, Bridge Crew Worker, Materials Handler, Food Service Coordinator, Traffic Technician Aide, Roadside Vegetation Management Aide, Hazardous Materials Specialist.

**EXCLUDED:** Technical and para-professional employees, clerical employees, professional employees, supervisors, confidential employees, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 17th day of July, 1998.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
\_\_\_\_\_  
M. SUE WARNER, BOARD MEMBER

cc: Doug Peters  
Trude Elliott

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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LINN COUNTY,	)	
Public Employer,	)	
	)	
and	)	CASE NO. 5333
	)	
AMERICAN FEDERATION OF STATE,	)	
COUNTY and MUNICIPAL EMPLOYEES,	)	
LOCAL 231 (Maintenance),	)	
Petitioner.	)	

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95 JUL 11 AM 2 26  
PUBLIC EMPLOYMENT  
RELATIONS BOARD

**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 (1995) 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 was tentatively approved by the Board and changes certain classification titles in the existing list of positions specifically included in and excluded from the bargaining unit; a Public Notice of Proposed Decision of Amendment of Bargaining Unit was posted in conformance with PERB Rules; and no objections were filed, therefore:

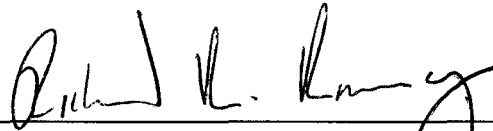
**IT IS THEREFORE ORDERED** that the bargaining unit, previously certified in Case No. 61 and amended in Case Nos. 687, 3017, 3733 and 4463, and the certification of American Federation of State, County and Municipal Employees, Local 231 (Maintenance), is amended to read as follows:

**INCLUDED:** All maintenance employees of Linn County, Iowa, including: Custodian, Sr. Custodian, Sr. Facilities Worker, Automotive Service Worker, Mechanic, Sr. Mechanic, Facilities Worker, Lead Mechanic, Heavy Equipment Operator, Light Equipment Operator, Cook, Shop Supervisor, Labor Supervisor, Parts Dept. Mgr., Dispatcher, LIFTS Driver, Bridge Crew Worker, Materials Handler.

EXCLUDED: Technical and para-professional employees, clerical employees, professional employees, confidential employees, supervisors and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 14<sup>th</sup> day of July, 1995.

PUBLIC EMPLOYMENT RELATIONS BOARD



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RICHARD R. RAMSEY, CHAIRMAN

cc: Trude Elliott  
Sarah Little  
Jan Corderman  
Jean Oxley



LINN COUNTY,  
Public Employer,

and

AMERICAN FEDERATION OF STATE,  
COUNTY and MUNICIPAL EMPLOYEES,  
LOCAL 231,  
Petitioner.

FILED

1991 JUN 13 PM 2:50 CASE NO. 4463

PUBLIC EMPLOYMENT  
RELATIONS BOARD

**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 (1989) 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:

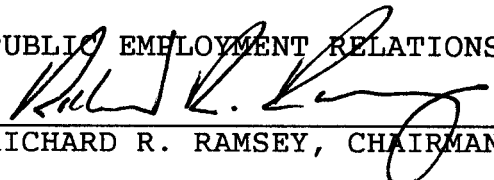
**IT IS HEREBY ORDERED** that the bargaining unit previously determined in Case No. 61 and amended in Cases No. 3733 and the certification of 3733, is amended to read as follows:

**INCLUDED:** All Linn County maintenance employees including: custodian, senior custodian, senior facility worker, facility worker, automotive service worker, mechanic, senior mechanic, lead mechanic, heavy equipment operator, light equipment operator, landfill attendant, cook, shop supervisor, labor supervisor, parts department manager, dispatcher, LIFTS driver, bridge crew worker, materials handler, protective health aide, general health aide.

**EXCLUDED:** Technical and paraprofessional employees, clerical employees, professional employees, confidential employees, supervisors and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 13th day of June, 1991.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
RICHARD R. RAMSEY, CHAIRMAN

cc: Trude Elliott  
Don Magnuson

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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LINN COUNTY,	)	
	)	
PUBLIC EMPLOYER	)	
	)	
AND	)	
	)	CASE NO. 3733
AMERICAN FEDERATION OF STATE, COUNTY	)	
AND MUNICIPAL EMPLOYEES (AFSCME),	)	
	)	
CERTIFIED EMPLOYEE	)	
ORGANIZATION	)	

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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 and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, 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 Regulations, and no objections having been filed thereto:

ORDER

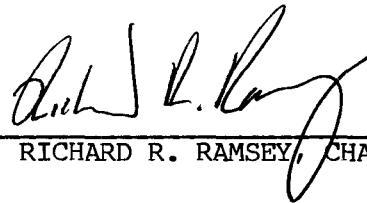
IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 61, should be and hereby is, amended to read as follows:

INCLUDED: All maintenance employees of Linn County, Iowa, including Custodian, Lead Custodian, Building Maintenance Worker, Automotive Service Worker, Automotive Mechanic Trainee, Automotive Mechanic I, II, Laborer, Motor Equipment Operator I, II, Labor Supervisor I, II, Landfill Attendant, Cook, Head Cook, Parking Lot Attendant, Parts Department Manager, LIFTS Dispatcher, LIFTS Driver, Building Maintenance Supervisor, Bridge Crew Worker, Food Service Aide and Materials Handler.

EXCLUDED: Technical and para-professional employees, professional employees, clerical employees, confidential employees, supervisors, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 23<sup>rd</sup> day of June, 1988.

FOR THE PUBLIC EMPLOYMENT RELATIONS BOARD

A handwritten signature in cursive script, appearing to read "Richard R. Ramsey", is written over a horizontal line.

RICHARD R. RAMSEY, CHAIRMAN

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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LINN COUNTY,	)	
	)	
Public Employer/Petitioner,	)	
	)	
and	)	
	)	CASE NO. 3017
AFSCME LOCAL 231,	)	
	)	
Certified Employee Organization.	)	

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AMENDMENT OF UNIT CERTIFICATION

Upon a petition for amendment of certification duly filed under §§ 13 & 14 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 amendment of certification.

Said stipulation having been tentatively approved by the Board and the Board having no objections;

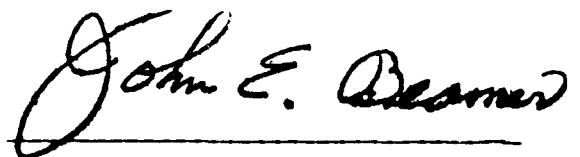
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 61 and the certification of Linn County in that case be and hereby is amended to read as follows:

INCLUDED: All Linn County, Iowa, maintenance employees including (SEE ATTACHED)

EXCLUDED: Technical and para-professional employees, clerical employees, professional employees, confidential employees, supervisors and all other persons excluded by Section 4 of the Act.

DONE by the Public Employment Relations Board this 19th day of July, 1985.




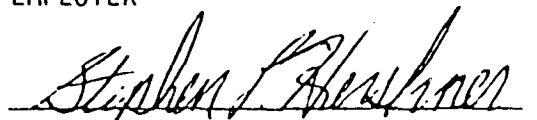
JOHN E. BEAMER, CHAIRMAN

Bargaining Unit No. 1 (Case No. 61)

MAINTENANCE

Custodian  
Lead Custodian  
Building Maintenance Worker  
Automotive Service Worker  
Automotive Mechanic Trainee  
Automotive Mechanic  
Laborer  
Motor Equipment Operator I, II, III  
Labor Supervisor I, II  
Landfill Attendant  
Elevator Operator  
Laundry Worker  
Cook  
Head Cook  
Nurse Aide I, II  
Psychiatric Aide I, II  
Parking Lot Attendant  
Parts Department Manager  
LIFTS Dispatcher  
LIFTS Driver  
Building Maintenance Supervisor  
Bridge Crew Worker  
Food Service Aide

  
Kenneth A. Schriener  
EMPLOYER

  
Stephen L. Hershner 6-18-85  
UNION

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:  
LINN COUNTY BOARD OF SUPERVISORS,  
Public Employer/Petitioner  
and  
AFSCME (AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES),  
Certified Employee Organization

CASE NO. 1456

DECISION AND ORDER

Upon a petition duly filed under Sections 13 and 14 of the Public Employment Relations Act, the parties waived hearing and filed with the Public Employment Relations 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 Regulations, and no objections having been filed thereto, and the Board having no objections, the Board finds:

1. The Employer is a public employer within the meaning of Section 3.1 of the Act.
2. The Petitioner is an employee organization within the meaning of Section 3.4 of the Act.
3. The following constitutes a unit appropriate for the purposes of collective bargaining within the meaning of Section 13.2 of the Act:

CLERICAL UNIT

INCLUDED: All clerical employees of Linn County, Iowa, including Communication Aide; Clerk I; Clerk II; Clerk Typist I, II, III; Secretary I, II, III; Microfilm Technician; Account Clerk I, II, III; Data Control Clerk; Key punch Operator; Intake Technician; and Land Transfer Clerk.

EXCLUDED: Deputies, maintenance employees, technical paraprofessional employees, professional employees, supervisors, confidential employees and all other persons excluded by Section 4 of the Act.

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MAINTENANCE UNIT

INCLUDED: All Linn County, Iowa, maintenance employees including Custodian; Head Custodian; Building Maintenance Worker; Automotive Service Worker; Automotive Mechanic Helper; Automotive Mechanic I, II, III; Laborer I, II; Motor Equipment Operator I, II, III; Labor Supervisor I, II; Landfill Attendant; Elevator Operator; Laundry Worker; Cook; Head Cook; Farmer; Nurse Aide I, II; Driver/Custodian; Psychiatric Aide I, II; Parking Lot Attendant; Van Driver; Parts Worker; LIFTS Dispatcher; and LIFTS Driver.

EXCLUDED: Technical and para-professional employees, clerical employees, professional employees, confidential employees, supervisors, and all other persons excluded by Section 4 of the Act.

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PROFESSIONAL UNIT

INCLUDED: All professional employees of Linn County, Iowa, including Handicapped Systems Workshop Manager; Social Services Associate; Social Worker I, II; Registered Nurse; Pharmacist; Activities Aide; Activities Specialist; Activities Coordinator; Education Coordinator; Day Care Instructor III; Sanitarian I, II; Air Pollution Control Officer I; Public Health Nurse I, II; Laboratory Technician I; Community Aide; Lead Teacher for Profoundly & Severely Retarded Adults; Vocational Specialist; Youth Worker I, II; Youth Counselor I, II; Basic Living Skills Instructor; Assistant County Attorney I, II; Education Assistant; Accounts Manager; and Systems Analyst.

EXCLUDED: Maintenance employees, clerical employees, technical and para-professional employees, juvenile probation officers, confidential employees, supervisors, and all other persons excluded by Section 4 of the Act.

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TECHNICAL AND PARA-PROFESSIONAL UNIT

INCLUDED: All technical and para-professional employees of Linn County, Iowa, including Programmer; Programmer/Analyst; Investigator I, II; Engineering Aide I, II; Engineering Technician I, II; Engineering Associate; Junior Accountant; Building Inspector; Electrical Inspector; Laboratory Aide; Handicapped Systems Workshop Supervisor; Income Maintenance Worker I, II; Day Care Instructor Aide; Day Care Instructor I, II; Dietician; Matron I, II; Bailiff; Chief Bailiff; Computer Operator I, II; Sanitarian Technician; Licensed Practical Nurse; Day Activity Program Aide - Health Center; Outreach Worker.

EXCLUDED: Maintenance employees, clerical employees, professional employees, confidential employees, supervisors and all other persons excluded by Section 4 of the Act.

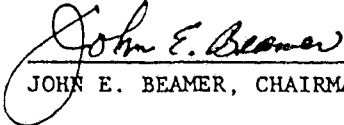
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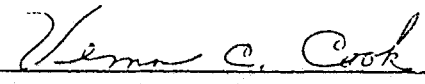
AMENDED ORDER

IT IS HEREBY ORDERED that the original bargaining units and the certifications with respect thereto be, and the same hereby are, amended as described above.

DATED at Des Moines, Iowa, this 11th day of July, 1979.

PUBLIC EMPLOYMENT RELATIONS BOARD

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

  
\_\_\_\_\_  
VERNON C. COOK, MEMBER

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



STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

LINN COUNTY,  
PUBLIC EMPLOYER

AND

AMERICAN FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES, AFL-CIO,  
PETITIONER

CASE NO. 61

(As amended by Case #687

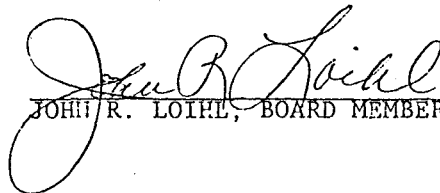
AMENDMENT TO ORDER OF CERTIFICATION

Pursuant to the Decision and Order of the Public Employment Relations Board in Case No. 687 the bargaining unit description in the Order of Certification issued in the above captioned matter is hereby amended to read as follows:

INCLUDED: All Linn County Maintenance employees including janitors, parking lot attendants, building custodians and elevator operators in the Department of Court House Services; all employees of the County Care Facility except those listed in Unit No. 4; all maintenance employees in the County Engineers office; housekeepers, cooks, bus/truck drivers, and elevator operators in the Health Center; landfill personnel in the Health Department

EXCLUDED: Technical and para-professional employees (as set forth in Unit No. 2), clerical employees, professional employees, confidential employees, supervisors, employees of the Linn County Psychiatric Clinic and all persons excluded by Section 4 of the Act.

DONE by the Public Employment Relations Board this 27th day of October, 1976.

  
JOHN R. LOHLE, BOARD MEMBER

PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:  
 LINN COUNTY  
 EMPLOYER  
 AND  
 AMERICAN FEDERATION OF STATE, COUNTY,  
 AND MUNICIPAL EMPLOYEES, AFL-CIO  
 PETITIONER

CASE NO. 61

ORDER OF CERTIFICATION

NOW on this 4th day of November 1975, the Board being advised that an election was conducted pursuant to Order of the Board, and that American Federation of State, County and Municipal Employees, AFL-CIO an employee organization, received an affirmative vote of the majority of employees in the bargaining unit, 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 BY THE BOARD that American Federation of State, County, and Municipal Employees, AFL-CIO should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for the employees of Linn County

a public employer, in the following bargaining unit:

INCLUDED: All Linn County maintenance employees including janitors, parking lot attendants, building custodians and elevator operators in the Department of Court House Services; all employees of the County Care Facility except those listed in Unit No. 4; all maintenance employees in the County Engineers office; housekeepers, cooks, bus / truck drivers, and elevator operators in the Health Center; landfill personnel in the Health Department

EXCLUDED: Technical and para-professional employees (as set forth in Unit No. 2), clerical employees, professional employees, confidential employees, supervisors, and all persons excluded by Section 4 of the Act.

DONE by the Public Employment Relations Board

*Vernon C. Cook*  
 \_\_\_\_\_  
 Vernon C. Cook

STATE OF IOWA  
BEFORE THE  
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

LINN COUNTY,  
PUBLIC EMPLOYER/PETITIONER

AND

AMERICAN FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES, AFL-CIO,  
PETITIONER/INTERVENOR

CASE NOS. 61  
77  
78  
79  
308

AND

LINN COUNTY SHERIFF'S PROTECTIVE  
ASSOCIATION,  
PETITIONER

DECISION AND ORDER

Upon petitions filed under Sections 13 and 14 of the Public Employment Relations Act, a hearing was held before the Public Employment Relations Board (hereinafter referred to as the Board), Members Cook and Loihl, on April 8 and 9, and June 11, 1975. The Employer appeared by its Assistant County Attorney, James Affeldt; American Federation of State, County and Municipal Employees (AFSCME) appeared by Donald Anderson; and Linn County Sheriff's Protective Association appeared by its President, Darold Smith. In addition, George Hamilton appeared on behalf of the Linn County Conservation Board, and Harlan Doehraan appeared on behalf of the Linn County Conservation Board Employees Association. All parties had full opportunity to present evidence.

unit for purposes of collective bargaining within the meaning of Section 13(2) of the Act.

4. Juvenile Probation Officers.

It is clear from Chapter 231 of the Code of Iowa and from the stipulation entered into by the parties in this case that Juvenile Probation Officers are hired by the Juvenile Court Judge; that the Juvenile Court Judge sets their salaries; and that they serve "at the pleasure of the juvenile court judge." In essence, the employment of Juvenile Probation Officers is entirely within the control of the Juvenile Court Judge. For this reason, the Board finds that Juvenile Probation Officers are "employees of such judges and courts" within the meaning of Section 4(7) of the Act, and are therefore excluded from any bargaining unit.

The Appropriate Units

In view of the findings and conclusions above, the Board finds that the following units are appropriate for purposes of collective bargaining within the meaning of Section 13(2) of the Act:<sup>3/</sup>

1. All Linn County maintenance employees including janitors, parking lot attendants, building custodians and elevator operators in the Department of Court House Services; all employees of the County Care Facility except those listed in Unit No. 4 below; all maintenance employees in the County Engineer's office; housekeepers, cooks, bus/truck drivers, and elevator operators in the Health Center; landfill personnel in the Health Department;

But excluding technical and para-professional employees (as set forth in Unit No. 2 below), clerical employees, professional employees, confidential employees, supervisors, and all persons excluded by Section 4 of the Act.

2. All technical and para-professional employees of Linn County, Iowa, including deputy

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<sup>3/</sup> In the absence of a petition for representative determination (certification) for employees of the Conservation Board as a separate unit, the Board deems it unnecessary to determine in this proceeding what employees would be included in such unit.

building inspectors, zoning enforcement officers, and senior engineering technicians in the Building and Zoning Department; programmers and computer operators in the Data Processing Department; engineering technicians, engineering aides, and junior engineering aides in the Engineer's office; income maintenance workers employed by Linn County in the Department of Social Services; lead teachers, assistant teachers, aides, workshop foremen, client supervisors, and information and referral aides in the Health Center; sanitarian technicians and laboratory technicians in the Health Department; investigators in the County Attorney's office; investigators in the Friend of the Court office;

But excluding maintenance employees, clerical employees, professional employees, confidential employees, supervisors and all persons excluded by Section 4 of the Act.

3. All clerical employees of Linn County, Iowa, including senior account clerks, clerk-typists, and clerks in the Auditor's office (voter registration); secretaries in the Building and Zoning Department; legal dictaphone typists and clerk-stenographers in the County Attorney's office; all employees in the Clerk of Court's office; secretaries in the County Care Facility; clerk-typists in the County Engineer's office; switchboard operators and mailroom clerks in the Department of Court House Services; data control clerks and keypunch operators in the Data Processing Department; clerks, clerk-typists, receptionists and file clerks in the Department of Social Services; clerks in the Equal Employment Opportunity office; accounting administrators, legal dictaphone typists, and legal secretary interns in the Friend of the Court office; clerk-typists, bookkeepers, secretaries and fee assessors in the Health Center; legal dictaphone typists, principal secretaries and clerk-typists in the Juvenile Probation Office; financial clerks, receptionists, child intake technicians, typists, clerk-typists, secretaries, records typists, and file clerks in the Psychiatric Clinic; all employees in the County Recorder's office; legal dictaphone typists, clerk-typists, and clerks in the Sheriff's office. Clerk-typists, account clerks and secretaries in the Health Department; all employees in the Treasurer's office; and clerk-typists and clerk-stenographers in the Department of Veterans Affairs;

But excluding deputies, maintenance employees, technical and para-professional employees, professional employees, supervisors, confidential employees and all persons excluded by Section 4 of the Act.

4. All professional employees of Linn County, Iowa, including assistant county attorneys; activities directors, nurses, and pharmacists in the County Care Facility;

safety director in the office of the Board of Supervisors; assistant engineers in the County Engineer's office; community program aides and social work associates employed by Linn County in the Department of Social Services; nurses, sanitarians, laboratory technicians, milk sanitarians, and air pollution technicians in the Health Department; social workers (MSW and B.A.), resource teachers, contract procurement specialists, supervisor--St. Luke's Shop, on-sight supervisor Squaw Creek, basic living skills instructors, planning analyst/grantswriter, and information and referral supervisor in the Health Center; psychiatrists, psychologists, psychiatric social workers, after-care coordinator, social work associate, and social worker, case manager in the Psychiatric Clinic;

But excluding maintenance employees, clerical employees, technical and para-professional employees, juvenile probation officers, confidential employees, supervisors, and all persons excluded by Section 4 of the Act.

5. All deputy sheriffs appointed by the Civil Service Commission of Linn County, including sergeants and deputies;

But excluding the sheriff, first and second deputies, all employees not appointed by the Civil Service Commission, and all persons excluded by Section 4 of the Act.

#### ORDER

IT IS HEREBY ORDERED that separate elections be conducted in Unit Nos. 1 and 5 above (Case Nos. 61 and 308)<sup>4/</sup>, under the supervision and direction of the Public Employment Relations Board, at such times and places as determined by the Board. Eligible to vote are all employees of Linn County, Iowa whose classifications are set forth in Unit Nos. 1 and 5, and who were employed during the payroll period immediately preceding the date below and who are also employed in their respective bargaining unit on the date of the election.

IT IS FURTHER ORDERED that the public employer in this case submit to the Board within seven days alphabetical

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<sup>4/</sup> Petitions for bargaining representative determination (election petitions) have not been filed for employees in Unit Nos. 2, 3 and 4.

lists of the names, addresses and job classifications of all  
the eligible voters in each of the units described above  
(Units 1 and 5).

DATED at Des Moines, this 9th day of July, 1975.

PUBLIC EMPLOYMENT RELATIONS BOARD

*Vernon C. Cook*

VERNON C. COOK, BOARD MEMBER

*John R. Loehl*

JOHN R. LOEHL, BOARD MEMBER