

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-0683
)	
and)	
)	
AFSCME Local 231 (Para Professional),)	
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 (Para Professional) 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 (Para Professional) is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of Linn County:

INCLUDED: All technical and para-professional employees of Linn County, Iowa, including: Programmer, Programmer/Analyst, Investigator, Engineering Aide, Sr. Engineering Aide, Account Technician, Sr. Combination Inspector, Combination Inspector, Facility Supervisor, Income Maintenance Worker, Day care Aide, Residential Worker, Female Correctional Officer, Computer Operator, Assistant Teacher, Community Employment Supervisor, Community Employment Specialist, Engineering Technician, Child Support Recovery Officer, Safety Technician, Medical Assistant, Property Description Specialist, Protective Health Aide, General Health Aide, Voting Machine Technician, Zoning Inspector, Computer Operations Lead Worker, Planning & Development Coordinator, Corrections Center Paramedic and Senior Residential Worker.

EXCLUDED: Maintenance employees, clerical employees, professional employees, supervisors, confidential employees and all other persons excluded by Iowa Code section 20.4.

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,)	
Public Employer,)	
)	
and)	CASE NO. 6705
)	
AMERICAN FEDERATION OF STATE,)	
COUNTY & MUNICIPAL EMPLOYEES,)	
LOCAL 231,)	
Certified Employee)	
Organization.)	

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2000 SEP 29 AM 10:10
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 initially determined in PERB Case No. 77 and amended in Case Nos. 3015, 3732, 4462, 5332, 5876, and 6333, and the certification of the American Federation of State, County and Municipal Employees, Local 231, is amended to provide:

INCLUDED: All technical and para-professional employees of Linn County, Iowa, including: Programmer, Programmer/Analyst, Investigator, Engineering Aide, Sr. Engineering Aide, Account Technician, Sr. Combination Inspector, Combination Inspector, Facility Supervisor, Income Maintenance Worker, Day Care Aide, Residential Worker, Female Correctional Officer, Computer Operator, Assistant Teacher, Community Employment Supervisor, Community Employment Specialist, Engineering Technician, Child Support Recovery Officer, Safety Technician, Medical Assistant, Property Description Specialist, Protective Health Aide, General Health Aide, Voting Machine Technician, Zoning Inspector, Computer Operations Lead Worker, Planning & Development Coordinator, Corrections Center Paramedic and Senior Residential Worker.

EXCLUDED: Maintenance employees, clerical employees, professional employees, supervisors, confidential employees and all other persons excluded by Iowa Code section 20.4.

Dated at Des Moines, Iowa, the 29th day of September, 2003.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: 
James R. Riordan, Chair

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

FILED
2001 MAY 16 PM 1:00
PUBLIC EMPLOYMENT
RELATIONS BOARD

IN THE MATTER OF:)	
)	
LINN COUNTY,)	
Petitioner/Public Employer,)	
)	
and)	CASE NO. 6333
)	
AMERICAN FEDERATION OF STATE,)	
COUNTY AND MUNICIPAL EMPLOYEES,)	
LOCAL 231,)	
Certified Employee)	
Organization.)	

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. 77 and amended in Case Nos. 3015, 3732, 4462, 5332 and 5876, and the certification of the American Federation of State, County and Municipal Employees, Local 231, is amended to read as follows:

INCLUDED: All technical and para-professional employees of Linn County, Iowa, including: Programmer, Programmer/Analyst, Investigator, Engineering Aide, Sr. Engineering Aide, Account Technician, Sr. Combination Inspector, Combination Inspector, Facility Supervisor, Income Maintenance Worker, Day Care Aide, Residential Worker, Female Correctional Officer, Computer Operator,

Assistant Teacher, Community Employment Supervisor, Community Employment Specialist, Engineering Technician, Child Support Recovery Officer, Safety Technician, Medical Assistant, Property Description Specialist, Protective Health Aide, General Health Aide, Voting Machine Technician, Zoning Inspector, Computer Operations Lead Worker, Planning & Development Coordinator, and Corrections Center Paramedic.

EXCLUDED: Maintenance 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

30 OCT 13 PM 12:28
PUBLIC EMPLOYMENT
RELATIONS BOARD

LINN COUNTY,)	
Public Employer/Petitioner,)	
)	
and)	CASE NO. 5876
)	
AMERICAN FEDERATION OF STATE,)	
COUNTY AND MUNICIPAL EMPLOYEES,)	
LOCAL 231,)	
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 [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 of Planning & Development Coordinator to the existing list of positions 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. 547, and amended in Case Nos. 3015, 3732, 4462 and 5332, and the certification of American Federation of State, County and Municipal Employees, Local 231, is amended to read as follows:

INCLUDED: All technical and para-professional employees of Linn County, Iowa, including: Programmer, Programmer/Analyst, Investigator, Engineering Aide, Sr. Engineering Aide, Account Technician, Sr. Combination Inspector, Combination Inspector, Facility Supervisor, Income Maintenance Worker, Day Care Aide, Residential Worker, Female Correctional Officer, Computer Operator, Assistant Teacher, Planning Cartographer & Delineator, Community Employment Supervisor, Community Employment Specialist, Engineering Technician, Child Support Recovery Officer,

Safety Technician, Medical Assistant, Property Description Specialist, Protective Health Aide, General Health Aide, Voting Machine Technician, Zoning Inspector, Computer Operations Lead Worker, and Planning & Development Coordinator.

EXCLUDED: Maintenance 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 19th day of October, 1998.

PUBLIC EMPLOYMENT RELATIONS BOARD



RICHARD P. MOORE, CHAIR

cc: Trude Elliott
Sarah Little

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

LINN COUNTY,)
 Public Employer,)
 and) CASE NO. 5332
 AMERICAN FEDERATION OF STATE,)
 COUNTY and MUNICIPAL EMPLOYEES,)
 LOCAL 231 (Technical and Para-)
 professional),)
 Petitioner.)

STATE OF IOWA
PUBLIC EMPLOYMENT
RELATIONS BOARD
JUL 11 AM 9:26

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 determined in Case No. 77, certified in Case No. 547, and amended in Case Nos. 3015, 3732 and 4462, and the certification of American Federation of State, County and Municipal Employees, Local 231 (Technical and Para-professional), is amended to read as follows:

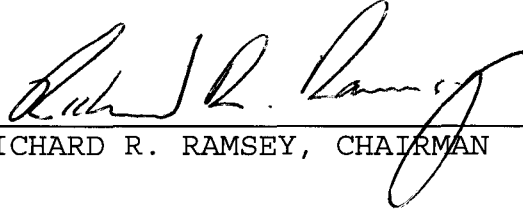
INCLUDED: All technical and para-professional employees of Linn County, Iowa, including: Programmer, Programmer/Analyst, Investigator, Engineering Aide, Sr. Engineering Aide, Account Tech., Sr. Combination Inspector, Combination Inspector, Laboratory Aide, Facility Supervisor, Income Maintenance Worker, Day Care Aide, Residential Worker, Female Correctional Officer, Computer Operator, Asst. Teacher, Planning Cartographer & Delineator, Community Employment Supervisor, Community Employment Specialist, Engineering Tech., Child Support Recovery Officer, Safety

Tech., Supervisor Asst., Medical Assistant, Property Description Specialist, Protective Health Aide, General Health Aide, Zoning Inspector, Voting Machine Tech., Zoning Coordinator

EXCLUDED: Maintenance 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 11th day of July, 1995.

PUBLIC EMPLOYMENT RELATIONS BOARD



RICHARD R. RAMSEY, CHAIRMAN

cc: Trude Elliott
Sarah Little
Jan Corderman
Jean Oxley

LINN COUNTY,
Public Employer,
and

FILED

CASE NO. 4462

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

JUN 13 PM 2:56
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. 77 and amended in Case No. 3732 and the certification of 3732, is amended to read as follows:

INCLUDED: All technical and paraprofessional employees of Linn County, Iowa including: programmer, programmer/analyst, investigator, engineering aide, senior engineering aide, account technician, senior combination inspector, combination inspector, laboratory aide, facility supervisor, income maintenance worker, day care aide, residential worker, female correctional officer, computer operator, assistant teacher, planning cartographer & delineator, community employment supervisor, community employment specialist, engineering technician, support recovery officer, safety technician, supervisor assistant, medical assistant and property description specialist.

EXCLUDED: Maintenance 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

LINN COUNTY,)	
)	
PUBLIC EMPLOYER)	
)	
AND)	
)	CASE NO. 3732
AMERICAN FEDERATION OF STATE, COUNTY)	
AND MUNICIPAL EMPLOYEES (AFSCME),)	
)	
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 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

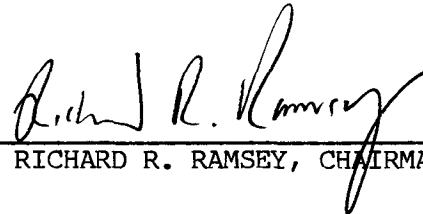
IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 77, should be and hereby is, amended to read as follows:

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, Junior Accountant, Combination Inspector I, II, Laboratory Aide, Options Workshop Supervisor, Income Maintenance Worker I, II, Day Care Instructor Aide, Activities Aide, Residential Worker I, II, Female Correctional Officer, Computer Operator, Licensed Practical Nurse, Teacher Aide, Combination Inspector Trainee, Planning Cartographer & Delineator and Supported Employment Trainer.

EXCLUDED: Maintenance 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 23rd day of June, 1988.

FOR THE PUBLIC EMPLOYMENT RELATIONS BOARD



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

RICHARD R. RAMSEY, CHAIRMAN

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

LINN COUNTY,)	
)	
Public Employer/Petitioner,)	
)	
and)	
)	CASE NO. 3015
AFSCME LOCAL 231,)	
)	
Certified Employee Organization.)	

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;

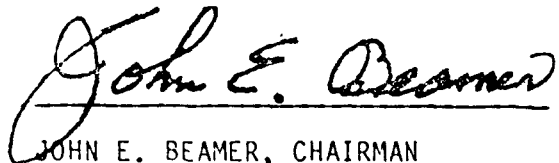
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 77 and the certification of Linn County in that case be and hereby is amended to read as follows:

INCLUDED: All technical and para-professional employees of Linn County, Iowa, including (SEE ATTACHED)

EXCLUDED: Maintenance 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

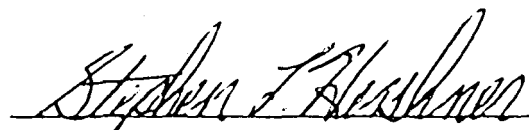
Bargaining Unit No. 2 (Case No. 77)

PARA-PROFESSIONAL

Programmer
Programmer/Analyst
Investigator I, II
Engineering Aide I, II
Engineering Technician I, II
Junior Accountant
Combination Inspector I, II
Laboratory Aide
Handicapped Systems Workshop Supervisor
Income Maintenance Worker I, II
Day Care Instructor Aide
Activities Aide
Activities Specialist
Residential Worker I
Female Correctional Officer
Computer Operator I, II
LPN
Day Activity Program Aide (Health Center)
Teacher Aide
Combination Inspector Trainee
Planning Cartographer & Delineator
County Attorney Aide



Kenneth A. Schriener
EMPLOYER



Stephen L. Hershner
UNION

6-18-85

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; Keypunch 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.

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.

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.

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.

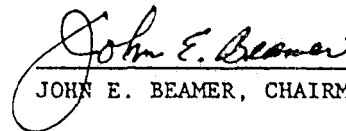
EXCLUDED: Maintenance employees, clerical employees, professional employees, confidential employees, supervisors and all other persons excluded by Section 4 of the Act.

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.

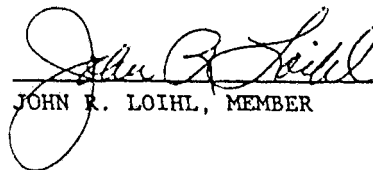
PUBLIC EMPLOYMENT RELATIONS BOARD



JOHN E. BEAMER, CHAIRMAN



VERNON C. COOK, MEMBER



JOHN R. LOIHL, MEMBER

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,
LOCAL #231,
PETITIONER

CASE NO. 547

ORDER OF CERTIFICATION

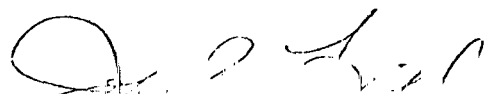
NOW in this 10th day of December, 1975, the Board being advised that an election was conducted pursuant to Order of the Board, and that American Federation of State, County and Municipal Employees, AFL-CIO, Local #231 an employee organization, received an affirmative vote of the majority of employees 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, Local #231 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 technical and para-professional employees of Linn County, Iowa, including deputy 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;

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

DONE by the Public Employment Relations Board.



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 Doehman 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:^{3/}

1. All Linn County maintenance employees including janitors, parking lot attendants, building custodian 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

^{3/} 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-site 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)^{4/} 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

^{4/} 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. Lohrl

JOHN R. LOHRL, BOARD MEMBER