

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA,)
 Public Employer,)
 and)
 UE LOCAL 893/IOWA UNITED PROFESSIONALS,)
 Certified Employee Organization.)

CASE NO. 5008

PUBLIC EMPLOYMENT
 RELATIONS BOARD
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AMENDMENT OF CERTIFICATION

A petition for amendment of certification was duly filed under Rule 4.8 of the Public Employment Relations Board [Board or PERB] Rules. Said petition has been tentatively approved by the Board; a Public Notice of Proposed Decision of Amendment of Certification has been posted in conformance with PERB rules; and no objections have been filed, therefore:

IT IS HEREBY ORDERED that the certification of Iowa United Professionals, issued in Case No. 2419, be and hereby is amended to read as follows:

UE Local 893/Iowa United Professionals

DATED at Des Moines, Iowa this 2nd day of November, 1993.

PUBLIC EMPLOYMENT RELATIONS BOARD


 Richard R. Ramsey, Chairman

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA,)	
Public Employer,)	
and)	
IOWA UNITED PROFESSIONALS,)	CASE NO. 3351
Certified Employee Organization,)	
and)	
JOAN WIDERSON and AFSCME/COUNCIL 61,)	
Petitioner.)	

CERTIFICATION OF RESULTS

An election having been conducted under the supervision and direction of the Public Employment Relations Board in accordance with the Rules and Regulations of the Board, and it appearing from the Tally of Ballots that Iowa United Professionals, has been retained as the exclusive bargaining representative in the unit found appropriate by the Board, and no objections to the election having been filed, therefore:

IT IS HEREBY CERTIFIED that a majority of the employees voting have cast ballots for retaining Iowa United Professionals as the exclusive representative of the employees in said unit within the meaning of Section 15 of the Public Employment Relations Act.

DATED at Des Moines, Iowa this 5th day of February, 1987.



JAMES A. McCLIMON, BOARD MEMBER

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA)	
)	
PUBLIC EMPLOYER)	
)	
AND)	CASE NO. 2419
)	
IOWA UNITED PROFESSIONALS)	
)	
PETITIONER)	
)	

ORDER OF CERTIFICATION

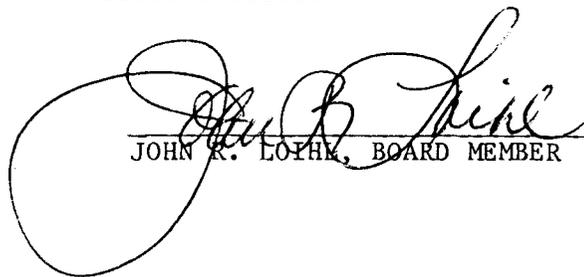
NOW, on this 21st day of April, 1983, the Board being advised that an election was conducted pursuant to Order of the Board, and that a majority of the ballots were cast for Iowa United Professionals, an employee organization; and the Board being further advised that said employee organization has complied with all requirements of the Act and the Rules and Regulations thereunder;

IT IS HEREBY ORDERED that Iowa United Professionals should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for the employees of the State of Iowa, a public employer, in the following bargaining unit:

INCLUDED: See Attached

EXCLUDED: See Attached

DONE by the Public Employment Relations Board.



 JOHN R. LOHR, BOARD MEMBER

A P P E N D I X A

PROFESSIONAL SOCIAL SERVICES
(005)

State Merit Classifications

<u>Class Code</u>	<u>Pay Grade</u>	<u>Classification</u>			
00810	22	Employment Counselor I			
00812	24	Employment Counselor II			
02570	26	Employment Restoration Coordinator			
02576	21	Voc. Rehabilitation Specialist			
03012	20	Social Worker I			
03013	22	Social Worker II			
03016	24	Social Worker III			
03017	26	Social Worker IV			
03018	28	Social Worker V			
03019	30	Social Worker VI			
03055	21	Youth Counselor I			
03090	18	Income Maintenance Worker I			
03091	20	Income Maintenance Worker II			
03092	24	Income Maintenance Worker III			
03093	26	Income Maintenance Worker IV			
03094	28	Income Maintenance Worker V			
03095	30	Income Maintenance Worker VI			
03150	25	Consultant for Handicapped			
03305	17	Chaplain Intern			
03310	24	Chaplain			
03345	24	Child Support Recovery Officer			
03350	30	State Volunteer Program Director			
03352	23	Volunteer Services Director I			
03353	25	Volunteer Services Director II			
03438	22	Civil Rights Specialist I			
03439	25	Civil Rights Specialist II			
06417	23	Correctional Counselor I			
06418	25	Correctional Counselor II			
06453	25	Parole Board Liaison Officer			
06502	22	Community Corr. Services Worker I			
06503	24	Community Corr. Services Worker II			

Technical Salary Matrix
 " " "
 " " "
 " " "
 " " "
 " " "

PROFESSIONAL SOCIAL SERVICES UNIT

Vocational Rehab. Non-Classified System

<u>Class Code</u>	<u>Pay Grade</u>	<u>Classification</u>
30151	51	Counselor I
30152	52	Counselor II
30153	53	Counselor III
30173	73	Rehab. Aide IV
30251	51	Evaluator I
30252	52	Evaluator II
30253	53	Evaluator III
30254	54	Coord. of Rehabilitation Services

EXCLUDED: All other employees of the State of Iowa.

The Pay Grades as set forth in Appendix "A" are for informational purposes only. The applicable Merit or Regents official pay schedules shall be controlling in the event of any discrepancies.

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA,)
PUBLIC EMPLOYER)
AND)
IOWA UNITED PROFESSIONALS,)
PETITIONER)
AND)
AMERICAN FEDERATION OF STATE, COUNTY)
AND MUNICIPAL EMPLOYEES, COUNCIL 61,)
AFL-CIO,)
CERTIFIED EMPLOYEE ORGANIZATION)

FILED
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PUBLIC EMPLOYMENT RELATIONS BOARD

CASE NO. 2350

ORDER OF DECERTIFICATION

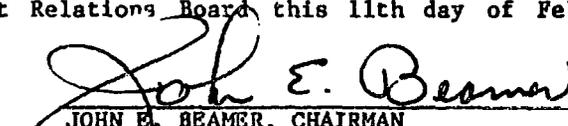
Pursuant to a timely petition filed under Section 15.6 of the Public Employment Relations Act and Rule 4.3 of the Rules and Regulations of the Public Employment Relations Board, a decertification election was conducted on January 24, 25 and 26, 1983. In that election a majority of the employees voting in the appropriate unit voted that they no longer wished to be represented by American Federation of State, County and Municipal Employees, Council 61, AFL-CIO. No objections to the election were filed within the time provided by Rule 5.4(2).

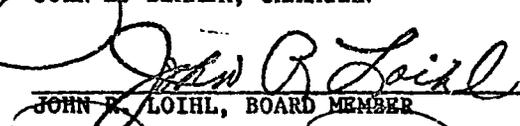
It is hereby ordered that American Federation of State, County and Municipal Employees, Council 61, AFL-CIO be decertified as the exclusive bargaining representative, and that no organization is the exclusive representative in the following unit:

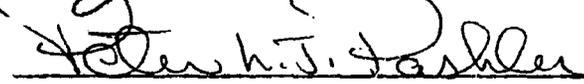
INCLUDED: See Attached

EXCLUDED: See Attached.

DONE by the Public Employment Relations Board this 11th day of February, 1983.



JOHN E. BEAMER, CHAIRMAN


JOHN R. LOIHL, BOARD MEMBER


PETER L.J. PASHLER, BOARD MEMBER

APPENDIX A

PROFESSIONAL SOCIAL SERVICES
(005)

INCLUDED:

State Merit Classifications

<u>Class Code</u>	<u>Pay Grade</u>	<u>Classification</u>			
00810	22	Employment Counselor I			
00812	24	Employment Counselor II			
02570	26	Employment Restoration Coordinator			
02576	21	Voc. Rehabilitation Specialist			
03012	20	Social Worker I			
03013	22	Social Worker II			
03016	24	Social Worker III			
03017	26	Social Worker IV			
03018	28	Social Worker V			
03019	30	Social Worker VI			
03055	21	Youth Counselor I			
03090	18	Income Maintenance Worker I			
03091	20	Income Maintenance Worker II	Technical Salary Matrix	"	"
03092	24	Income Maintenance Worker III	"	"	"
03093	26	Income Maintenance Worker IV	"	"	"
03094	28	Income Maintenance Worker V	"	"	"
03095	30	Income Maintenance Worker VI	"	"	"
03150	25	Consultant for Handicapped			
03305	17	Chaplain Intern			
03310	24	Chaplain			
03345	24	Child Support Recovery Officer			
03350	30	State Volunteer Program Director			
03352	23	Volunteer Services Director I			
03353	25	Volunteer Services Director II			
03438	22	Civil Rights Specialist I			
03439	25	Civil Rights Specialist II			
06417	23	Correctional Counselor I			
06418	25	Correctional Counselor II			
06453	25	Parole Board Liaison Officer			
06502	22	Community Corr. Services Worker I			
06503	24	Community Corr. Services Worker II			

PROFESSIONAL SOCIAL SERVICES UNIT

INCLUDED:

Vocational Rehab. Non-Classified System

<u>Class Code</u>	<u>Pay Grade</u>	<u>Classification</u>
30151	51	Counselor I
30152	52	Counselor II
30153	53	Counselor III
30173	73	Rehab. Aide IV
30251	51	Evaluator I
30252	52	Evaluator II
30253	53	Evaluator III
30254	54	Coord. of Rehabilitation Services

EXCLUDED: All other employees of the State of Iowa.

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

AFSCME, IOWA PUBLIC EMPLOYEES)	
COUNCIL 61,)	
)	
Petitioner/Certified Employee)	
Organization,)	
)	
and)	CASE NO. 1995
)	
STATE OF IOWA,)	
)	
Cross-petitioner/Public)	
Employer.)	

RECOMMENDED DECISION AND ORDER

M. Sue Warner, Hearing Officer. Upon a petition filed pursuant to §13 of the Public Employment Relations Act, Chapter 20, Code of Iowa (1981) (hereinafter the Act), and Rule 4.7 of the Rules and Regulations of the Public Employment Relations Board (hereinafter PERB), a hearing was held before me on November 16, 1981 in Des Moines, Iowa. Petitioner was represented by Raymond W. Conley, Attorney at Law, and cross-petitioner was represented by William Snyder, representative of the Office of Employment Relations of the State of Iowa.

All parties were present at hearing and had full opportunity to present evidence on all issues. Both parties filed post-hearing briefs.

STATEMENT OF THE CASE

AFSCME, Iowa Public Employees Council 61 (hereinafter AFSCME) filed a unit clarification petition with PERB, seeking a determination that the job classification "Social Worker VI" is appropriately part of the unit of Professional Social Services Workers represented by AFSCME. The State of Iowa (hereinafter the Employer) filed a cross-petition for unit clarification

seeking a determination that nine Program Managers in the job classifications of Social Worker IV, Social Worker V, and Social Worker VI are appropriately excluded from the unit as confidential and managerial employees.

At hearing the parties agreed that there are twelve "Program Manager" positions at issue in this case. Nine of those positions are filled by persons in the job classifications of Social Worker IV, V, or VI. Three positions are currently vacant.

Based on the entire record in this matter, I hereby make the following findings of fact and conclusions of law.

FINDINGS OF FACT

The Division of Community Programs is one of approximately eight major divisions within the Iowa Department of Social Services. Two bureaus in the Division of Community Programs are the Bureau of Children's Services and the Bureau of Adult Services. Of the twelve positions at issue in this case, seven are in the Bureau of Children's Services, and five are in the Bureau of Adult Services. These employees are classified as Social Worker IV, V, or VI. However, all are commonly referred to as "Program Managers", and all have the same general duties and responsibilities with regard to the various types of Social Services programs for which they are responsible.^{1/}

The job classifications of Social Worker IV, V, and VI were included in the original bargaining unit when it was certified.^{2/} When these positions were originally included in the unit by PERB, no decision was made as to supervisory, confidential or managerial exclusions on an individual basis. At the time the

^{1/} Examples of programs for which program managers in the Bureau of Children's Services are responsible are programs for foster care, day care, and protective services. Examples of programs in the Bureau of Adult Services are programs dealing with home management, displaced homemakers, and domestic abuse.

^{2/} See, State of Iowa, PERB Case Nos. 361 and 362 (1976).

The policy and procedure role of staff development instructors necessarily entails the consistent exercise of discretion and judgment characteristic of professionalism within the meaning of the Act. The mere exercise of professional discretion and judgment does not, however, establish a professional employee's managerial status. We find no evidence in the record that staff development instructors exercise the type of independent job discretion reflective of managerial status or that they actually formulate and effectuate management policies by expressing the making operative the decisions of the Employer. [citations omitted] 11/

I conclude that program managers are not managerial employees, or "representatives of the public employer" within the meaning of the Act.

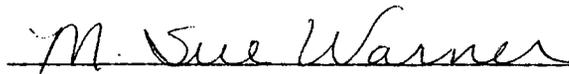
Based on the foregoing, I issue the following recommended:

ORDER

IT IS HEREBY ORDERED that the composition of the Professional Social Services Workers bargaining unit is clarified as follows:

The twelve "program manager" positions are included in the bargaining unit.

DATED at Des Moines, Iowa, this 8th day of July, 1982.



M. SUE WARNER, HEARING OFFICER

11/ 107 LRRM at 1029.

STATE OF IOWA
 BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:)

STATE OF IOWA,)
 Public Employer)

and)

CASE NOS. 1768 & 1843

AMERICAN FEDERATION OF STATE,)
 COUNTY AND MUNICIPAL EMPLOYEES,)
 AFL-CIO, COUNCIL NO. 61,)
 Certified Employee)
 Organization)

DECISION AND ORDER

Upon a petition for amendment of bargaining unit duly filed under Section 13 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:

INCLUDED: All professional social services employees of the State of Iowa included in PERB Case No. 362 and including the following job classifications:

- | | |
|-------|-------------------------------|
| 03090 | Income Maintenance Worker I |
| 03091 | Income Maintenance Worker II |
| 03092 | Income Maintenance Worker III |
| 03093 | Income Maintenance Worker IV |
| 03094 | Income Maintenance Worker V |
| 03095 | Income Maintenance Worker VI |

EXCLUDED: All job classifications excluded in PERB
Case No. 362.

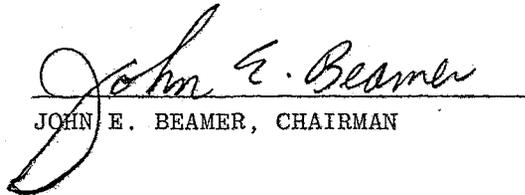
Based upon the foregoing, the Board hereby issues the
following:

ORDER

IT IS HEREBY ORDERED that the bargaining unit found
appropriate in PERB Case No. 362 is amended to include the
above-named job classifications and that the certification
of the American Federation of State, County and Municipal
Employees, AFL-CIO, Council No. 61 (PERB Case No. 883) is
hereby amended to include the above-named job classifications.

DONE by the Public Employment Relations Board this
30th day of January, 1981.

FOR THE BOARD



JOHN E. BEAMER, CHAIRMAN

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:)
STATE OF IOWA,)
Public Employer/Petitioner)
and)
AMERICAN FEDERATION OF STATE,)
COUNTY AND MUNICIPAL EMPLOYEES,)
AFL-CIO,)
Employee Organization/ Respondent)

FILED
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PUBLIC EMPLOYMENT RELATIONS BOARD
Recommended
Decision and Order
CASE NO. 1240

Hugh J. Perry, Hearing Officer. This matter came on for hearing on July 26, 1978, pursuant to a petition filed by the State of Iowa, the Public Employer herein, pursuant to Section 13 of the Public Employment Relations Act (Act) and Rule 4.6(20) of the Rules and Regulations of the Public Employment Relations Board (Board). The Public Employer as represented by Donna L. Hylarides, the Employee Organization by Raymond W. Conley. Both parties had full opportunity to present evidence and examine witnesses. Both parties filed briefs. Based upon the entire record submitted as well as the parties' briefs, I make the following Findings of Fact, Conclusions of Law, and Recommended Order.

Statement of the Case

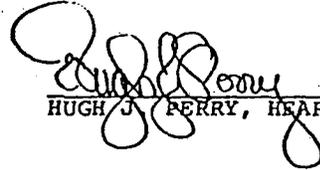
The Public Employer seeks to amend the Professional Social Services Bargaining Unit described in PERB case Nos. 361 and 362, and exclude therefrom the positions of Civil Rights Specialist I (CRSI), Civil Rights Specialist II (CRSII), and Civil Rights Specialist III (CRSIII) on the basis that these are confidential employees within the meaning of Sections 20.3(7) and 20.4(3) of the Act. Also, the Public Employer argues that CRSIII's are supervisory employees within the meaning of Section 20.4(2) of the Act and should be excluded on that basis as well.

On the basis of the foregoing I hereby issue the following
recommended order.

ORDER

It is hereby ordered that the portion of the Petition alleging that CRSI, CRSII, and CRSIII's are confidential employees be dismissed. Insofar as this decision finds that CRSIII's are supervisory employees within the meaning of the Act, it is further ordered that the bargaining unit established in PERB Case Nos. 361 and 362 be amended to exclude CRSIII's.

DATED at Des Moines, Iowa this 17th day of November, 1978.



HUGH J. PERRY, HEARING OFFICER

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, AFL-CIO,
COUNCIL NUMBER 61,

PETITIONER

CASE NOS. 823, 824 & 883

ORDER OF CERTIFICATION

NOW on this 21st day of March, 1977, the Board being advised that elections were conducted pursuant to Order of the Board, and that the American Federation of State, County and Municipal Employees, AFL-CIO, Council Number 61, an employee organization, received an affirmative vote of the majority of employees in the above-referenced cases, 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, Council Number 61, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for certain employees of the State of Iowa, a public employer, in the following bargaining units:

Case No. 823:

INCLUDED: All blue collar highway maintenance employees of the State of Iowa located within the Department of Transportation as set forth under the title "INCLUDED" in Appendix A hereto;

EXCLUDED: All persons whose job classifications are set forth under "EXCLUSIONS" in Appendix A hereto; all managerial, supervisory, confidential and all other employees of the State of Iowa; and all persons excluded by Section 4 of the Act.

Case No. 824:

INCLUDED: All blue collar and related employees of the State of Iowa located within the Regents system, as set forth in Appendix B hereto;

EXCLUDED: All persons whose job classifications are set forth in Appendix C hereto; managerial, supervisory, confidential and all other employees of the State of Iowa; and all persons excluded by Section 4 of the Act.

Case No. 883:

INCLUDED: All professional employees of the State of Iowa engaged in social services, as set forth under "Inclusions" in Appendix D;

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

DONE by the Public Employment Relations Board.



JOHN R. LOIHL, BOARD MEMBER

APPENDIX D

INCLUSIONS

EXCLUSIONS

STATE MERIT CLASSIFICATION

STATE MERIT CLASSIFICATION

<u>CODE NO.</u>	<u>CLASSIFICATION</u>
00810	Employment Counselor I
00812	Employment Counselor II
00897	Asst. State Youth Coordinator
02570	Industrial Comm. Rehab. Counselor
03012	Social Worker I
03013	Social Worker II
03016	Social Worker III
03017	Social Worker IV
03018	Social Worker V
03019	Social Worker VI
03055	Youth Counselor I
03105	Consultant for Aging
03150	Consultant for Handicapped
03160	Alcoholism Consultant
03170	Deaf Services Program Director
03223	Foster Grandparent Project Director
03305	Chaplain Intern
03310	Chaplain
03350	State Volunteer Program Director
03345	Child Support Recovery Officer
03352	Volunteer Services Director I
03353	Volunteer Services Director II
034.8	Civil Rights Specialist I
03439	Civil Rights Specialist II
03440	Civil Rights Specialist III
06417	Correctional Counselor I
06418	Correctional Counselor II
06448	Parole and Probation Officer I
06449	Parole and Probation Officer II
06453	Parole Board Liaison Officer
06457	Parole and Probation Administrator
06.02	Community Corrections Services Worker I
06503	Community Corrections Services Worker II
06504	Community Corrections Services Worker III
03350	State Volunteer Program Director
002576	Voc. Rehab. Specialist

<u>CODE NO.</u>	<u>CLASSIFICATION</u>
00896	State Youth Coordinator
02560	Developmental Disabilities Proj. Administrator
03020	Social Worker III (Supervisory)
03021	Social Worker IV (Supervisory)
03022	Social Worker V (Supervisory)
03023	Social Worker VI (Supervisory)
03030	County Social Services Director I
03031	County Social Services Director II
03032	County Social Services Director III
03033	County Social Services Director IV
03034	County Social Services Director V
03037	Social Work Administrator I
03038	Social Work Administrator II
03040	Social Services Program Admin.
03056	Youth Counselor II
03060	Youth Services Asst. Supt.
03083	Homemaker Services Supervisor
03085	Day Care Center Director
03111	Social Services District Administrator I
03112	Social Services District Administrator II
03113	Social Services District Administrator III
03114	Social Services District Administrator IV
03162	Alcoholism Director
03330	Youth Services Program Director
03332	Comm. Correctional Services Program Director
03334	Medical Assistance Program Dir.
03336	Family & Adult Services Program Director
03338	Long Term Care Program Director
03441	Civil Rights Specialist IV
06419	Work Release Supervisor
06420	Correctional Treatment Assistant Director
06421	Correctional Treatment Director
06425	Correctional Deputy Superintendent
06430	Corrections Assistant Supt.
06444	Deputy Corrections Program Adm.
06445	Correctional Eval. Program Dir.
06451	Parole & Probation Supervisor
06505	Community Corrections Services Supervisor
0650	Community Corrections Services Representative

STATE NON-CLASSIFIED SYSTEM

NONE

PUBLIC INSTRUCTION NON-CLASSIFIED SYSTEM

None

VOC. REHAB. NON-CLASSIFIED SYSTEM

30151	Counselor I
30152	Counselor II
30153	Counselor III
30173	Rehab. Aide IV
30251	Evaluator I
30252	Evaluator II
30253	Evaluator III
30254	Coord. of Evaluation
30351	Social Worker I
30353	Counselor & Social Worker
30651	Evaluator & Workshop Spec.
30953	Production Manager

VOC. REHAB. NON-CLASSIFIED SYSTEM

30156	Supervisor
30605	Supervisor Casework Services

STATE NON-CLASSIFIED SYSTEM

20640	Youth Services
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FILED

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STATE OF IOWA

PUBLIC EMPLOYMENT RELATIONS BOARD

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA,
PUBLIC EMPLOYER

AND

ALL PETITIONERS AND INTERVENORS IN THE
CASES NUMBERED HEREIN

CASE NOS. 361 & 362

DECISION AND ORDER

The above entitled matter came on for hearing before the Public Employment Relations Board on August 27, 1976, pursuant to prior order of the Board. Stephen Watson appeared on behalf of the State of Iowa; Raymond Conley and David Williams appeared on behalf of State of Iowa Employees Association, American Federation of State, County and Municipal Employees (SIEA/AFSCME); and W. Patrick White appeared on behalf of the Staff Employees Collective Organization (SECO).

The parties waived the formal presentation of any testimony or evidence in this matter and stipulated to the bargaining units as set forth in the amendments to the petitions in Case Nos. 361 and 362. (State's Exhibit 1 and 2).

The Board, having reviewed the stipulations of the parties and finding no objection thereto, finds that the following bargaining units are appropriate for purposes of collective bargaining within the meaning of Section 13(2) of the Public Employment Relations Act:

- 1. Unit of professionals in science (Case No. 361):

INCLUDED: All professional employees of the State of Iowa engaged in science, as set forth under "Inclusions" in Appendix 1;

EXCLUDED: All persons holding job classifications as set forth under "Exclusions" in Appendix 1; managerial, supervisory, confidential, part-time and all other employees of the State of Iowa; and all other persons excluded by Section 4 of the Act.

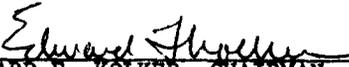
2. Unit of professionals in social services

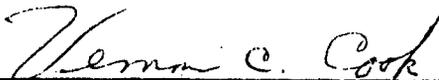
INCLUDED: All professional employees of the State of Iowa engaged in social services, as set forth under "Inclusions" in Appendix A;

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

DATED at Des Moines, Iowa this 14th day of October, 1976.

PUBLIC EMPLOYMENT RELATIONS BOARD


EDWARD F. KOLKER, CHAIRMAN


VERNON C. COOK, BOARD MEMBER


JOHN R. LOEHL, BOARD MEMBER

INCLUSIONSSTATE MERIT CLASSIFICATION

<u>CODE NO.</u>	<u>CLASSIFICATION</u>
00810	Employment Counselor I
00812	Employment Counselor II
00897	Asst. State Youth Coordinator
02570	Industrial Comm. Rehab. Counselor
03012	Social Worker I
03013	Social Worker II
03016	Social Worker III
03017	Social Worker IV
03018	Social Worker V
03019	Social Worker VI
03055	Youth Counselor I
03105	Consultant for Aging
03150	Consultant for Handicapped
03160	Alcoholism Consultant
03170	Deaf Services Program Director
03223	Foster Grandparent Project Director
03305	Chaplain Intern
03310	Chaplain
03350	State Volunteer Program Director
03345	Child Support Recovery Officer
03352	Volunteer Services Director I
03353	Volunteer Services Director II
03438	Civil Rights Specialist I
03439	Civil Rights Specialist II
03440	Civil Rights Specialist III
06417	Correctional Counselor I
06418	Correctional Counselor II
06448	Parole and Probation Officer I
06449	Parole and Probation Officer II
06453	Parole Board Liaison Officer
06457	Parole and Probation Administrator
06502	Community Corrections Services Worker I
06503	Community Corrections Services Worker II
06504	Community Corrections Services Worker III
03350	State Volunteer Program Director
002576	Voc. Rehab. Specialist

STATE NON-CLASSIFIED SYSTEM

NONE

PUBLIC INSTRUCTION NON-CLASSIFIED SYSTEM

None

VOC. REHAB. NON-CLASSIFIED SYSTEM

30151	Counselor I
30152	Counselor II
30153	Counselor III
30173	Rehab. Aide IV
30251	Evaluator I
30252	Evaluator II
30253	Evaluator III
30254	Coord. of Evaluation
30351	Social Worker I
30353	Counselor & Social Worker
30651	Evaluator & Workshop Spec.
30953	Production Manager

EXCLUSIONSSTATE MERIT CLASSIFICATION

<u>CODE NO.</u>	<u>CLASSIFICATION</u>
00896	State Youth Coordinator
02560	Developmental Disabilities Proj. Administrator
03020	Social Worker III (Supervisory)
03021	Social Worker IV (Supervisory)
03022	Social Worker V (Supervisory)
03023	Social Worker VI (Supervisory)
03030	County Social Services Director I
03031	County Social Services Director II
03032	County Social Services Director III
03033	County Social Services Director IV
03034	County Social Services Director V
03037	Social Work Administrator I
03038	Social Work Administrator II
03040	Social Services Program Admin.
03056	Youth Counselor II
03060	Youth Services Asst. Supt.
03083	Homemaker Services Supervisor
03085	Day Care Center Director
03111	Social Services District Administrator I
03112	Social Services District Administrator II
03113	Social Services District Administrator III
03114	Social Services District Administrator IV
03162	Alcoholism Director
03330	Youth Services Program Director
03332	Comm. Correctional Services Program Director
03334	Medical Assistance Program Dir.
03336	Family & Adult Services Program Director
03338	Long Term Care Program Director
03441	Civil Rights Specialist IV
06419	Work Release Supervisor
06420	Correctional Treatment Assistant Director
06421	Correctional Treatment Director
06425	Correctional Deputy Superintendent
06430	Corrections Assistant Supt.
06444	Deputy Corrections Program Adm.
06445	Correctional Eval. Program Dir.
06451	Parole & Probation Supervisor
06505	Community Corrections Services Supervisor
06507	Community Corrections Services Representative

VOC. REHAB. NON-CLASSIFIED SYSTEM

30156	Supervisor
30605	Supervisor Casework Services

STATE NON-CLASSIFIED SYSTEM

20640	Youth Services
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