



Governor Kim Reynolds
 Lt. Governor Adam Gregg
 Adam Sleen, Director

Routing/Review Approval of Personnel Settlement Agreement

Please sign/date where indicated below noting the approval or denial of the attached proposed Personnel Settlement Agreement. **After signing, please return to the attention of DAS-Communications in the Hoover Building for routing/final distribution. ** If "denied," please return to DAS-Communications.

In the matter of: **Marc Moore** **DAS# 23-0020**

LLS Staff: Andrew Hayes

Agency/Department: **Department of Public Safety**

Director's Printed Name: STEPHAN BAILENS

Director's Signature: [Signature]

Date: 8-4-23 Approve: Deny:

Department of Administrative Services

Director's Printed Name: Adam Sleen

Director's Signature: [Signature]

Date: 7/20/23 Approve: Deny:

Department of Management

Director's Printed Name: Keray Paulsen

Director's Signature: [Signature]

Date: 7-20-23 Approve: Deny:

Office of the Attorney General

Reviewed by (Print Name): Stan Thompson, Deputy AG for Civil Litigation

Reviewer's Signature: [Signature]

Date: 9-7-23 Reviewed: Redacted:

STATE OF IOWA
AND
STATE POLICE OFFICERS COUNCIL
SETTLEMENT AGREEMENT

The State of Iowa, Department of Public Safety (collectively the "State"), and the State Police Officers Council ("Union"), enter into the following Agreement in full and final resolution of the grievance number IDAS23-0020, filed on behalf of Marc Moore ("Grievant"), which alleges violations of the 2021-2023 Collective Bargaining Agreement ("CBA") between the parties.

This settlement arises out of a situation in which Grievant was terminated on August 8, 2022.

In full and final resolution of the above-referenced grievance, the parties agree to the following terms of settlement:

1. The termination will be rescinded.
2. Grievant resigns from the Department effective the date of the termination. The resignation is attached.
3. Grievant acknowledges the resignation is in lieu of termination and the Department must comply with all required disclosures of such information.
4. In consideration of the foregoing, the Union shall withdraw the above-identified grievance.

FOR THE STATE

 11-17-22

Stephan K. Bayens Date
Commissioner
Iowa Department of Public Safety

FOR THE UNION

 11/17/22

Sue Cave Date
Executive Director
State Police Officers Council



Governor Kim Reynolds
Lt. Governor Adam Gregg
Adam Steen, Director

Routing/Review Approval of Personnel Settlement Agreement

Please sign/date where indicated below noting the approval or denial of the attached proposed Personnel Settlement Agreement. **After signing, please return to the attention of DAS-Communications in the Hoover Building for routing/final distribution. ** If "denied," please return to DAS-Communications.

In the matter of: Michael Gass DAS# 22-0021/ PERB# 102482
 LLS Staff: Andrew Hayes

Agency/Department: Department of Corrections
 Director's Printed Name: Beth Skinner
 Director's Signature: [Signature]
 Date: 7/28/2023 Approve: Deny:

Department of Administrative Services

Director's Printed Name: Adam Steen
 Director's Signature: [Signature]
 Date: 7/20/23 Approve: Deny:

Department of Management

Director's Printed Name: Kraig Paulsen
 Director's Signature: [Signature]
 Date: 7-20-23 Approve: Deny:

Office of the Attorney General

Reviewed by (Print Name): Stan Thompson, Deputy AG for Civil Litigation
 Reviewer's Signature: [Signature]
 Date: 9-7-23 Reviewed: Redacted:

**STATE OF IOWA
AND
MICHAEL GASS**

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services and the Iowa Department of Corrections – Iowa Correctional Institution for Women ("ICIW"), hereinafter the State, and Michael Gass, hereinafter the Grievant, enter into the following Agreement in full and final resolution of the grievance(s) filed by or on behalf of the Grievant, hereinafter DAS No. 22-0021/PERB Case No. 102482, that alleged a violation Iowa Code 8A.415(2).

This Settlement arose out of a situation in which the Grievant was terminated from employment on or about September 23, 2021. The parties have agreed to the following:

1. The termination will be removed from the Grievant's personnel file and replaced with this Agreement, which shall constitute the Grievant's resignation in lieu of termination.
2. In consideration of the foregoing, the Grievant withdraws the above-referenced grievance and will file a voluntary dismissal with prejudice in PERB Case No. 102482.
3. This Agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action arising from the Grievant's appeal.
4. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.
5. This Agreement shall be made accessible to the public on an internet site maintained by the Department of Administrative Services.
6. This Settlement Agreement is not binding until completely approved in accordance with Iowa Code section 22.13A(4).

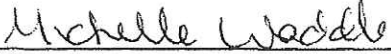
APPROVED AS TO FORM

FOR THE STATE:

FOR THE GRIEVANT:

 09/20/23
 _____ Date
 Andrew S. Hayes
 Labor & Legal Services Attorney
 Iowa Department of Administrative Services

 Adam Swihart Date
 Staff Representative
 AFSCME Council 61

 9-19-23
 _____ Date
 Michelle Waddle
 Warden
 Iowa Correctional Institution
 for Women

 Michael Gass Date
 Grievant



Routing/Review Approval of Personnel Settlement Agreement

Please sign/date where indicated below noting the approval or denial of the attached proposed Personnel Settlement Agreement. **After signing, please return to the attention of DAS-Communications in the Hoover Building for routing/final distribution.** If "denied," please return to DAS-Communications.

In the matter of: Coy Wiegmann DAS# 23-0121

LLS Staff: Alex Giller

Agency/Department: Department of Public Safety

Director's Printed Name: STEPHAN K. BAYENS

Director's Signature: [Signature]

Date: 1-16-24 Approve: Deny:

Department of Administrative Services

Director's Printed Name: Adam Steen

Director's Signature: [Signature]

Date: 1-22-24 Approve: Deny:

Department of Management

Director's Printed Name: Kraig Paulson

Director's Signature: [Signature]

Date: 1-22-24 Approve: Deny:

Office of the Attorney General

Reviewed by (Print Name): Stan Thompson

Reviewer's Signature: [Signature]

Date: 2/11/24 Reviewed: Redacted:

**STATE OF IOWA
AND
STATE POLICE OFFICER'S COUNCIL**

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services and the Iowa Department of Public Safety ("DPS"), hereinafter the State, and the State Officers Police Council (SPOC), hereinafter the Union, enter into the following Agreement in full and final resolution of Grievance No. 23-0121 filed by or on behalf of the Union, that alleged a violation of Article IX - Section 1C and Article XI – Sections 1 and 2 of the 2021-2023 Collective Bargaining Agreement (CBA) between the State and the Union.

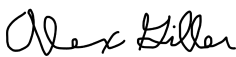

This Settlement arose out of a situation where the Grievant disputed Management's comments and several ratings on his annual 2022 performance evaluation. The Union, on behalf of the Grievant, stated that Management violated the above sections of the CBA by giving Grievant these ratings and comments, and as such, requested several adjustments to his 2022 annual evaluation. Grievant received an overall rating of "meets expectations" in his evaluation.

In order to resolve Grievance No. 23-0121, the above-listed parties agree to the following:


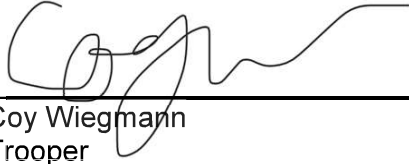
1. The parties agree that the most recent version of Grievant's 2022 performance evaluation, dated January 17, 2024 and signed by all necessary parties, is the complete and final version of this annual evaluation covering the dates January 1, 2022 to December 31, 2022.
2. Management agrees to remove the prior evaluation, dated February 28, 2023.
3. In consideration of the foregoing, the Union will withdraw the above-referenced grievance.
4. This agreement is a good faith settlement of all issues arising from the facts alleged in this appeal, no promises of any other or further considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action arising from the Union's claim in this appeal.
5. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.
6. This Agreement shall be made accessible to the public on an internet site maintained by the Department of Administrative Services.
7. This Settlement Agreement is not binding until completely approved in accordance with Iowa Code section 22.13A(4).

APPROVED AS TO FORM

FOR THE STATE:

	2/5/24
_____ Alex Giller Labor & Legal Services Attorney Iowa Department of Administrative Services	_____ Date
	2/5/2024
_____ Catherine Lucas General Counsel Iowa Department of Public Safety	_____ Date

FOR THE UNION:

	2/5/24
_____ Sue Cave General Counsel State Police Officers Council	_____ Date
	2/4/24
_____ Coy Wiegmann Trooper Iowa Department of Public Safety	_____ Date



Routing/Review Approval of Personnel Settlement Agreement

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In the matter of: DNR Park Rangers – Residency Requirement DAS# 23-0129
LLS Staff: Alex Giller

Agency/Department: Department of Natural Resources
Director's Printed Name: Kayla Lyons
Director's Signature: [Signature]
Date: 12/7/23 Approve: Deny:

Department of Administrative Services
Director's Printed Name: Adam Steen
Director's Signature: [Signature]
Date: 12/6/23 Approve: Deny:

Department of Management
Director's Printed Name: Kraig Paulsen
Director's Signature: [Signature]
Date: 12-6-23 Approve: Deny:

Office of the Attorney General
Reviewed by (Print Name): Stacy Thompson
Reviewer's Signature: [Signature]
Date: 2/1/24 Reviewed: Redacted:

**STATE OF IOWA
AND
STATE POLICE OFFICER'S COUNCIL**

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services and the Iowa Department of Natural Resources ("DNR"), hereinafter the State, and the State Officers Police Council (SPOC), hereinafter the Union, enter into the following Agreement in full and final resolution of Grievance No. 23-0129 filed by or on behalf of the Union, that alleged a violation of Article XIII - Section 2 of the 2021-2023 Collective Bargaining Agreement (CBA) between the State and the Union.

This Settlement arose out of a situation where Management issued a "Manual Clarification" to the DNR Parks Manual on March 30, 2023. The clarification stated that the requirements in Chapters 2 and 12 of the Parks Manual that Park Rangers "shall reside within thirty miles of his or her primary park office" and "Park Rangers must live within 20 miles of their official domicile . . . to take [a] state-owned vehicle home . . ." refers to "road miles." The Union maintained this clarification violated the CBA.

In order to resolve Grievance No. 23-0129, the above-listed parties agree to the following:

1. The parties agree that the DNR Parks Manual and this March 30, 2023 "Manual Clarification" are in full force and effect. The parties agree that the DNR Parks Manual and this "Manual Clarification" are valid in their current forms and are applicable to all current DNR Park Rangers except as described in paragraph 2 below or where DNR has provided a waiver to the policy at its discretion.
2. Backbone State Park Ranger Jeff Hildebrand, whose current address is: 806 Northview Dr. NE, Independence IA 50644, is granted a waiver of the above identified policy so long as he resides at his current address. This waiver authorizes Park Ranger Hildebrand to commute in his state-issued vehicle between his current residence and Backbone State Park. To the extent that this waiver creates a taxable benefit for Park Ranger Hildebrand, the parties agree the value of the taxable benefit will be included as income for purposes of income withholdings and tax reporting and that each party will be responsible for its own tax, costs, and expenses, if any, arising from this Agreement.
3. If Park Ranger Hildebrand moves from his current residence or changes positions within DNR, his exemption to above-mentioned policy and "Manual Clarification" is terminated and Park Ranger Hildebrand will be subject to the terms of the above-identified DNR Parks Manual and "Manual Clarification." He can request a new exemption if this should occur.
4. This agreement is only applicable to Park Ranger Hildebrand and does not affect other prior exemptions that have already been granted.
5. In consideration of the foregoing, the Union will withdraw the above-referenced grievance.
6. This agreement is a good faith settlement of all issues arising from the facts alleged in this appeal, no promises of any other or further considerations have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action arising from the Union's claim in this appeal.
7. The terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this Agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.
8. This Agreement shall be made accessible to the public on an internet site maintained by the Department of Administrative Services.

9. This Settlement Agreement is not binding until completely approved in accordance with Iowa Code section 22.13A(4).

APPROVED AS TO FORM

FOR THE STATE:

Alex Giller 2/12/24
Date
Alex Giller
Labor & Legal Services Attorney
Iowa Department of Administrative Services

Alex Moon Digitally signed by Alex Moon
Date: 2024.02.12 08:37:24
-06'00'
Date
Alex Moon
Deputy Director
Iowa Department of Natural Resources

FOR THE UNION:

Susanna Cave 2/9/24
Date
Sue Cave
General Counsel
State Police Officers Council

Jeff Hildebrand 2/9/2024
Date
Jeff Hildebrand
Park Ranger
Iowa Department of Natural Resources