

State of Iowa's First Counter Proposal  
January 13, 2024 – 11:00 a.m.

20~~23~~25 - 20~~25~~27

**COLLECTIVE  
BARGAINING  
AGREEMENT**

**BETWEEN  
THE STATE OF IOWA AND  
THE AMERICAN FEDERATION OF STATE,  
COUNTY, AND MUNICIPAL EMPLOYEES, COUNCIL 61 AFL-CIO**



**MASTER CONTRACT  
for the following bargaining units  
BLUE COLLAR  
CLERICAL  
COMMUNITY BASED CORRECTIONS  
EDUCATION  
PROFESSIONAL FISCAL & STAFF  
PATIENT CARE  
SECURITY  
TECHNICAL**

Effective: July 1, 20~~23~~25 through June 30, 20~~25~~27

**Note: Throughout the course of these negotiations, the State reserves the right to add to, delete from and/or revise this proposal. Unless expressly addressed below, all other aspects of this proposal contemplate the current contract language from the 2023-2025 Collective Bargaining Agreement between the parties.**

TA 2/10/25  
Naduan  
Reckman  
WJG

The Parties agree to incorporate the agreed upon amendments to the 2023-2025 CBA into the 2025-2027 CBA as reflected in MOUs dated September 2024 (Data Analytics and State Public Defender changes), April 2024 (Attorney changes), April 2024 (Insurance Examiner changes), October 2023 (State Industries Technician and Budget Analyst changes), August 2023 (Board of Regents Payday changes), and May 2023 (Communications Center Specialist, Dental Hygienist, and Transport Driver changes).

The parties agree to adopt the current Board of Regents classification and pay plan as set forth on the Board of Regents website.

**ARTICLE I  
BASE WAGES**

**Section 1 Base Wages**

TA 3-7-25  
Naduan  
Reckman  
WJG

A. On the first day of the pay period that includes July 1, 2025~~23~~, employees in the bargaining units covered by the Agreement shall receive a ~~three~~ two percent (~~3.02.0~~2.0%) across-the-board pay increase.

B. On the first day of the pay period that includes July 1, 2026~~24~~, employees in the bargaining units covered by this Agreement shall receive a ~~three~~ two percent (~~3.02.0~~2.0%) across-the-board pay increase.

**Section 1 Payday**

A. [CURRENT CONTRACT LANGUAGE]

~~B. BOR employees who are currently paid in equal monthly paychecks with no lag in pay shall continue to be paid in this manner. The number of regular work hours in the calendar year shall be multiplied by the hourly rate to calculate the annual salary. The annual salary shall be divided by twelve (12) to calculate the monthly paycheck. All other calculations with respect to employee's pay shall remain unchanged. BOR employees who are currently paid semi-monthly will continue to be paid semi-monthly. All other calculations with respect to employee's pay shall remain unchanged. BOR employees will be paid in a time and manner in compliance with Iowa Code chapter 91A.~~

C. [CURRENT CONTRACT LANGUAGE]

TA 2/10/25  
Naduan  
Reckman  
WJG

**Proposed Appendix A Changes (any classifications or pay grades not expressly addressed within this proposal would remain current contract language):**

TA 2/10/25  
Naduan  
Reckman  
WJG

Class Code	Pay Grade	Class Title	Barg Unit
00010	10	Utility Office Worker	001
00035	12	Telephone Operator	001
00011	12	Clerk	001
00012	13	Typist	001
00006	14	Receptionist	001

00017	14	Clerk Advanced	001
00013	15	Typist Advanced	001
00060	15	Word Processor 1	001
00061	16	Word Processor 2	001
00025	17	Secretary 1	001
00014	14	Information Technology Support Worker 1	001
00015	17	Information Technology Support Worker 2	001
08215	17	Vehicle Dispatcher	003
00018	18	Clerk Specialist	001
00063	19	Word Processor 3	001
15051	20	Licensing Assistant	001
00026	20	Secretary 2	001
15002	22	Secretary 3	001
00024	15	Administrative Support Assistant 1	001
00025	17	Administrative Support Assistant 2	001
00026	20	Administrative Support Assistant 3	001
95002	22	Administrative Support Assistant 4	001
03242	23	Psychology Assistant	011
03245	28	Psychologist 1	011
83245	28	Psychologist 1	011
03246	30	Psychologist 2	011
83246	30	Psychologist 2	011
03248	32	Psychologist 3	011
83248	32	Psychologist 3	011
03255	30	Behavioral Health Professional 1	011
83255	30	Behavioral Health Professional 1	011
03256	35	Behavioral Health Professional 2	011

<u>83256</u>	<u>35</u>	<u>Behavioral Health Professional 2</u>	<u>011</u>
<u>03257</u>	<u>38</u>	<u>Behavioral Health Professional 3</u>	<u>011</u>
<u>83257</u>	<u>38</u>	<u>Behavioral Health Professional 3</u>	<u>011</u>
<u>03258</u>	<u>40</u>	<u>Behavioral Health Professional 4</u>	<u>011</u>
<u>83258</u>	<u>40</u>	<u>Behavioral Health Professional 4</u>	<u>011</u>
80690	<u>29-32</u>	Special Investigator	004
00560	<u>36 42</u>	Utility Attorney 1	004
00561	<u>42 46</u>	Utility Attorney 2	004
01013	<u>25 26E</u>	Educator	010
01014	<u>26 27E</u>	Educator	010
01015	<u>27 28E</u>	Educator	010
08121	<del>20</del> <u>23(+X%)</u> ^	Highway Technician Associate	003
08122	<u>22 24</u>	Highway Technician	003
08123	<u>24 26</u>	Highway Technician Senior	003
08115	<u>26 28</u>	Garage Operations Assistant	003
00210	22	<del>Purchasing Agent 1</del> <u>Procurement Specialist 1</u>	004
00211	26	<del>Purchasing Agent 2</del> <u>Procurement Specialist 2</u>	004
00212	29	<del>Purchasing Agent 3</del> <u>Procurement Specialist 3</u>	004
<u>00213</u>	<u>32</u>	<u>Procurement Specialist 4</u>	<u>004</u>
<u>00214</u>	<u>35</u>	<u>Procurement Specialist 5</u>	<u>004</u>
<u>86406</u>	<u>23(+X%)</u> ^	<u>Correctional Officer</u>	<u>006</u>

^ pay grade offset for Highway Tech Associate and Correctional Officer classes will be calculated to result in \$24.00/hour range minimum effective July 1, 2025, based upon agreed upon across-the-board pay increases.

Employees in affected classifications will not be subjected to a pay decrease. Potential pay increases will be managed in accordance with Department of Administrative Services administrative rules.

Employees in current administrative support or psychology classifications that are deleted in accordance with the chart above will be reassigned to updated classifications in accordance with the following charts:

**Administrative Support Assistant Series:**

<b>Current Class</b>	<b>Current Pay Grade</b>	<b>Proposed New Class</b>	<b>Proposed Pay Grade</b>
Utility Office Worker	10	Administrative Support Assistant 1	15
Telephone Operator*	12		
Clerk	12		
Typist*	13		
Receptionist	14		
Clerk Advanced	14		
Typist Advanced	15		
Word Processor 1*	15	Administrative Support Assistant 2	17
Word Processor 2	16		
Secretary 1	17		
Information Technology Support Worker 1*	14		
Information Technology Support Worker 2	17		
Vehicle Dispatcher*	17		
Clerk Specialist	18	Administrative Support Assistant 3	20
Word Processor 3	19		
Licensing Assistant	20		
Secretary 2	20		

\* job class is not currently in use

**Behavioral Health Professional Series:**

<b>Current Class</b>	<b>Current Pay Grade</b>	<b>Proposed New Class</b>	<b>Proposed Pay Grade</b>
Psychology Assistant	23	Behavioral Health Assistant	24
Psychologist 1	28	Behavioral Health Professional 1	30
Psychologist 2	30		
Psychologist 3	32	Behavioral Health Professional 2	35
---	32	Behavioral Health Professional 3	38
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