



**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.

<b>In the matter of:</b> Christian Boyer AFSCME# 130167/DAS# 17-0277	
<b>LRT Staff:</b> Nathan Reckman	
<b>Agency/Department:</b> Department of Corrections	
Director's Printed Name: Jerry Bartruff	
Director's Signature: _____	
Date: <u>6-5-17</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Administrative Services</b>	
Director's Printed Name: Janet E. Phipps	
Director's Signature: _____	
Date: <u>06/05/2017</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Management</b>	
Director's Printed Name: David Roederer	
Director's Signature: _____	
Date: <u>6/2/17</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Office of the Attorney General</b>	
Reviewed by (Print Name): _____	
Reviewer's Signature: _____	<u>Eric A. Labor</u>
Date: <u>6/12/17</u>	Reviewed: <input checked="" type="checkbox"/> Redacted: <input type="checkbox"/>

STATE OF IOWA  
AND  
AFSCME Iowa Council 61

SETTLEMENT AGREEMENT

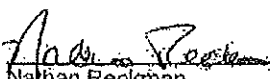
The State of Iowa, Department of Administrative Services and Iowa Workforce Development, hereinafter the State, and the AFSCME Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed on behalf of Christian Boyer, hereinafter the Grievant, AFSCME No. 130167/DAS No. 17-0277, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2015-2017 Collective Bargaining Agreement between the parties.

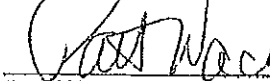
This Settlement arose out of a situation in which the Grievant was issued a one (1) day suspension on or about January 5, 2017. The parties have agreed to the following:

1. The one (1) day suspension shall be removed from Grievant's personnel file and replaced with this Agreement, which shall constitute a reduction of the one (1) day suspension to a written reprimand for purposes of Grievant's disciplinary record.
2. The Grievant shall not receive any back pay or accruals as a result of the reduction described in paragraph one (1) of this Agreement.
3. In consideration of the foregoing, the Union withdraws the above referenced grievance.
4. 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 addressed and arising from the Grievant's claims in this grievance.
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 Agreement is not binding until completely approved in accordance with 2017 Iowa Acts, House File 291, section 51.


APPROVED AS TO FORM

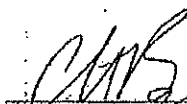
FOR THE STATE:

  
Nathan Reckman  
Labor Relations Attorney  
Iowa Department of Administrative Services  
5/22/17  
Date

  
Patti Wachtendorf  
Iowa State Penitentiary  
6/1/17  
Date

FOR THE UNION:

  
Amber Moats  
AFSCME Council 61 Staff Representative  
5/22/17  
Date

  
Christian Boyer  
Grievant  
5-25-17  
Date



**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.

<b>In the matter of:</b> Adam Derr AFSCME# 130166/DAS# 17-0278	
<b>LRT Staff:</b> Nathan Reckman	
<b>Agency/Department:</b> Department of Corrections	
Director's Printed Name: Jerry Bartruff	
Director's Signature: _____	
Date: <u>6-5-17</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Administrative Services</b>	
Director's Printed Name: Janet E. Phipps	
Director's Signature: _____	
Date: <u>06/05/2017</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Management</b>	
Director's Printed Name: David Roederer	
Director's Signature: _____	
Date: <u>6/7/17</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Office of the Attorney General</b>	
Reviewed by (Print Name): _____	
Reviewer's Signature: _____	
Date: <u>6/12/17</u>	Reviewed: <input checked="" type="checkbox"/> Redacted: <input type="checkbox"/>

STATE OF IOWA  
AND  
AFSCME Iowa Council 61

SETTLEMENT AGREEMENT

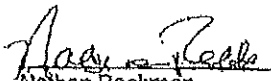
The State of Iowa, Department of Administrative Services and Iowa Workforce Development, hereinafter the State, and the AFSCME Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed on behalf of Adam Derr, hereinafter the Grievant, AFSCME No. 130166/DAS No. 17-0278, that alleged a violation of Article IV, Section 9 (Discipline and Discharge) of the 2015-2017 Collective Bargaining Agreement between the parties.

This Settlement arose out of a situation in which the Grievant was issued a one (1) day suspension on or about January 6, 2017. The parties have agreed to the following:

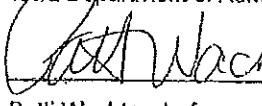
1. The one (1) day suspension shall be removed from Grievant's personnel file and replaced with this Agreement, which shall constitute a reduction of the one (1) day suspension to a written reprimand for purposes of Grievant's disciplinary record.
2. The Grievant shall not receive any back pay or accruals as a result of the reduction described in paragraph one (1) of this Agreement.
3. In consideration of the foregoing, the Union withdraws the above referenced grievance.
4. 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 addressed and arising from the Grievant's claims in this grievance.
5. The terms of this 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 Agreement is not binding until completely approved in accordance with 2017 Iowa Acts, House File 201, section 61.

APPROVED AS TO FORM

FOR THE STATE:

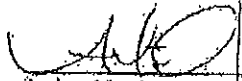
  
Nathan Reckman  
Labor Relations Attorney  
Iowa Department of Administrative Services

5/22/17  
Date

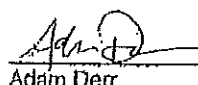
  
Patti Wachtendorf  
Iowa State Penitentiary

6-1-17  
Date

FOR THE UNION:

  
Amber Moats  
AFSCME Council 61 Staff Representative

5/22/17  
Date

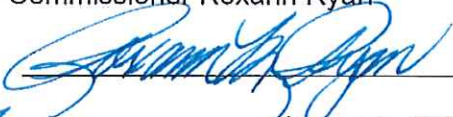



  
Adam Derr  
Grievant

5/26/17  
Date



### 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.**

<b>In the matter of:</b> Ryan Zenor Group    DAS No. #17-0034    SPOC <b>LRT Staff:</b> Kathryn Greenfield
<b>Agency/Department:</b> Iowa Department of Public Safety Director's Printed Name: Commissioner Roxann Ryan Director's Signature:  Date: <u>02/21/2017</u> Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Administrative Services</b> Director's Printed Name: Janet E. Phipps Director's Signature:  Date: <u>02/22/2017</u> Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Management</b> Director's Printed Name: David Roederer Director's Signature:  Date: <u>02/23/2017</u> Approve: <input type="checkbox"/> Deny: <input type="checkbox"/>
<b>Office of the Attorney General</b> Reviewed by (Print Name): <u>Jellyn Thompson</u> Reviewer's Signature:  Date: <u>2/23/17</u> Reviewed: <input checked="" type="checkbox"/> Redacted: <input type="checkbox"/>

**STATE OF IOWA  
AND  
STATE POLICE OFFICERS COUNCIL**

**SETTLEMENT AGREEMENT**

The State of Iowa, Department of Administrative Services and Department of Public Safety, hereinafter the State, and the State Police Officers Council, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by **Ryan Zenor Group** hereinafter the Grievant, **DAS No. 17-0034**, that alleged a violation of Article IX, Section 1 (Wages and Fringe Benefits) of the 2015-2017 Collective Bargaining Agreement between the parties.

This Settlement arose out of a situation in which the Grievant was promoted to a Trooper 3 and had his eligibility date changed on or about May 20, 2016. The parties have agreed to the following:

1. The individuals identified in Exhibit A, attached, will have their original eligibility dates restored.
2. Pursuant to Article IV, Section 5 (Retroactivity), and as a result of the restoration of their eligibility date as set forth in paragraph 1, Grievants identified in Exhibit A will receive back wages subject to all applicable deductions.
3. As this Settlement Agreement contemplates payment of back wages across fiscal years, the parties acknowledge that the payment requires approval by the State Appeal Board pursuant to IAC 11-53.4(7)(a).
4. Employees promoting to Trooper 3 or Senior Trooper Pilot from July 2, 2016 to June 30, 2017 will receive a 2% increase upon promotion to Pay Grade 79 or Pay Grade 80, respectively, and the employees' increase eligibility dates will not be reset at that time.
5. In consideration of the foregoing, the Union withdraws the above referenced grievance.
6. 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 addressed and arising from the Grievant's claims in this grievance.
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 Settlement Agreement is subject to Open Records and is available for public inspection and copying.
9. This Settlement Agreement is not binding until completely approved in accordance with Executive Order 85.

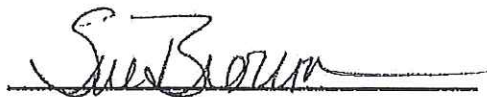
APPROVED AS TO FORM

FOR THE STATE:


 2/20/17

Kathryn Greenfield                      Date  
Labor Relations Attorney  
Iowa Department of Administrative Services

FOR THE UNION:



Sue Brown                                      Date  
SPOC General Counsel

 02/21/2017  
Roxann Ryan                                      Date  
Commissioner  
Iowa Department of Public Safety

## EXHIBIT A

<u>Employee</u>	<u>Eligibility Date Restored</u>
Ryan Everett	June 7
Karen Yaneff	April 12
Luke Valenta	January 4
Eric Vanderwiel	June 6
Tyson Underwood	May 6
Ryan Zenor	June 17
Michael Clyde	November 4
Ben Erwin	November 4
Christopher Forsyth	June 7
Cody Frank	November 4
Christopher Starrett	June 7
Jonathan Salesberry	April 7
Tim Koso	June 2
Matt Eimers	December 30



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**In the matter of:** SHELLI TOBIS AFSCME No. # 129054 / DAS No. #16-0001

**LRT Staff:** Nathan Reckman

**Agency/Department:** Iowa Workforce Development

Director's Printed Name: Beth Townsend

Director's Signature: Beth Townsend

Date: 10-31-14 Approve:  Deny:

**Department of Administrative Services**

Director's Printed Name: Janet E. Phipps

Director's Signature: Janet E. Phipps

Date: 11/09/2014 Approve:  Deny:

**Department of Management**

Director's Printed Name: David Roederer

Director's Signature: David Roederer

Date: 11/15/16 Approve:  Deny:

**Office of the Attorney General**

Reviewed by (Print Name): Jeff Thompson

Reviewer's Signature: Jeff Thompson

Date: 11/21/16 Reviewed:  Redacted:





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In the matter of: <b>Berton Armstead IDAS #13-0298/AFSCME # 95162</b>	
LRT Staff: Jeffrey Edgar	
<b>Agency/Department: Department of Human Services</b>	
Director's Printed Name: Charles Palmer	
Director's Signature: <u></u>	
Date: <u>8-26-16</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Administrative Services</b>	
Director's Printed Name: Janet E. Phipps	
Director's Signature: <u></u>	
Date: <u>08/29/2016</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Management</b>	
Director's Printed Name: David Roederer	
Director's Signature: <u></u>	
Date: <u>8/30/16</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Office of the Attorney General</b>	
Reviewed by (Print Name): <u>Justin Thompson</u>	
Reviewer's Signature: <u></u>	
Date: <u>8/30/16</u>	Reviewed: <input checked="" type="checkbox"/> Redacted: <input type="checkbox"/>





Routing/Review Approval of Personnel Settlement Agreement

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In the matter of: Sue Vogel Group IDAS #15-0026/AFSCME # 95362	
LRT Staff: Jeffrey Edgar	
Agency/Department: Department of Human Services	
Director's Printed Name: Charles Palmer	
Director's Signature:	
Date: 8-26-16	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Department of Administrative Services	
Director's Printed Name: Janet E. Phipps	
Director's Signature:	
Date: 08/29/2016	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Department of Management	
Director's Printed Name: David Roederer	
Director's Signature:	
Date: 8/30/16	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
Office of the Attorney General	
Reviewed by (Print Name):	
Reviewer's Signature:	
Date: 8/30/16	Reviewed: <input checked="" type="checkbox"/> Redacted: <input type="checkbox"/>



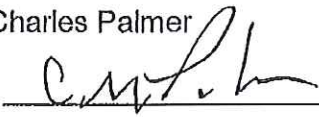





Iowa Department of Administrative Services  
Service • Efficiency • Value

Governor Terry E. Branstad  
Lt. Governor Kim Reynolds  
Janet Phipps, 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.

<b>In the matter of: Cody Kinney IDAS #14-0503/AFSCME # 121166</b>	
LRT Staff: Tamara Knight	
<b>Agency/Department: Department of Human Services</b>	
Director's Printed Name: Charles Palmer	
Director's Signature: 	
Date: <u>8-16-16</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Administrative Services</b>	
Director's Printed Name: Janet E. Phipps	
Director's Signature: 	
Date: <u>08/16/2016</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Management</b>	
Director's Printed Name: David Roederer	
Director's Signature: 	
Date: <u>8/19/16</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Office of the Attorney General</b>	
Reviewed by (Print Name): <u>Jeff Thompson</u>	
Reviewer's Signature: 	
Date: <u>8/19/16</u>	Reviewed: <input checked="" type="checkbox"/> Redacted: <input type="checkbox"/>

**STATE OF IOWA  
AND  
AFSCME Iowa Council 61**

**SETTLEMENT AGREEMENT**

The State of Iowa, Department of Administrative Services and the Department of Human Services (Glenwood Resource Center), hereinafter the State, and AFSCME Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of the grievance filed by Cody Kinney, hereinafter the Grievant, IDAS# 14-0503; AFSCME # 121166; PERB # 15-GA-101 that alleged a violation of Article IV, Section 11 (Discipline and Discharge) of the 2013 – 2015 Collective Bargaining Agreement between the parties.

This Settlement arose out of a situation in which the Grievant was terminated from employment on or about April 10, 2014. The parties have agreed to the following:

1. The grievant shall return to employment at the Glenwood Resource Center(GRC) subject to the following:
  - a. Grievant shall be employed as a Trades Helper with no probationary period.
  - b. Grievant shall be employed at the rate of \$19.25 per hour.
  - c. Grievant is eligible to seek other positions subject to the following restrictions:
    - i. any positions sought by the Grievant at GRC shall not have any direct client contact;
    - ii. any positions with the Department of Human Services is subject to agency review regarding direct client contact limitations to ensure Grievant can successful comply with the restrictions of the Agency for that position;
    - iii. there is no limitation on positions with other state agencies based on the direct client contact restrictions of DHS.
  - d. Grievant must complete all necessary paperwork and pass the full background check required for the position.
  - e. Grievant shall receive back pay less all applicable federal and state income taxes, social security taxes (FICA), the employee share of IPERS contributions, and interim earnings or unemployment for the time period of November 1, 2014 through the date the grievant returns to work.
  - f. The parties agree the grievant shall have his sick leave balance restored to the balance as of the date of termination and shall receive sick leave accruals


computed from November 1, 2014 through the date the grievant returns to work.

- g. The parties agree the grievant shall receive vacation accruals computed from November 1, 2014 through the date the grievant returns to work.
- h. The grievant's seniority date shall be restored to the date 11/30/09.
- i. In consideration of the foregoing, the Union hereby withdraws the above referenced grievance.
- j. The specific 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 grievance, arbitration or litigation or other proceedings in the future.
- k. This settlement agreement is subject to Iowa's Open Records law and is available for public inspection and copying.
- l. This settlement is not binding until completely approved in accordance with Executive Order 85.

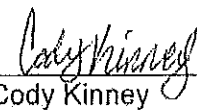
APPROVED AS TO FORM

FOR THE STATE:


FOR THE GRIEVANT:

  
\_\_\_\_\_  
Tamara Knight  
Labor Relations Attorney  
Iowa Department of Administrative Services

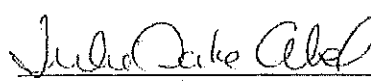
8/9/16  
Date

  
\_\_\_\_\_  
Cody Kinney  
Grievant

8-8-2016  
Date

  
\_\_\_\_\_  
Rick Shults  
Department of Human Services

8/9/2016  
Date

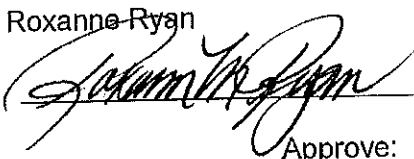
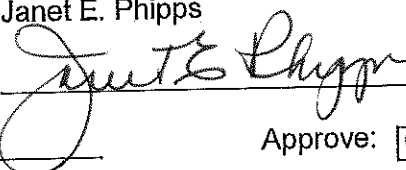

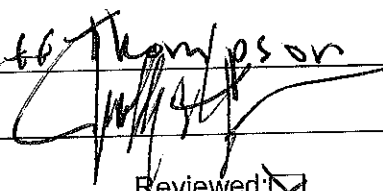
  
\_\_\_\_\_  
Julie Dake Abel, Representative  
AFSCME Council 61

8/8/16  
Date



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<b>In the matter of:</b> SPOC GROUP AFSCME#s 15-0599, 15-0600 and 15-0601	
LRT Staff: Jeffrey Edgar	
<b>Agency/Department:</b> Iowa Department of Public Safety	
Director's Printed Name: Roxanne Ryan	
Director's Signature: 	
Date: <u>7-15-16</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Administrative Services</b>	
Director's Printed Name: Janet E. Phipps	
Director's Signature: 	
Date: <u>7/15/2016</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Department of Management</b>	
Director's Printed Name: David Roederer	
Director's Signature: 	
Date: <u>7/21/16</u>	Approve: <input checked="" type="checkbox"/> Deny: <input type="checkbox"/>
<b>Office of the Attorney General</b>	
Reviewed by (Print Name): <u>Jeff Thompson</u>	
Reviewer's Signature: 	
Date: <u>7/26/16</u>	Reviewed: <input checked="" type="checkbox"/> Redacted: <input type="checkbox"/>

**STATE OF IOWA  
AND  
STATE POLICE OFFICERS COUNCIL  
SETTLEMENT AGREEMENT**

The State of Iowa, Department of Administrative Services, Human Resource Enterprise, and the 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 following grievances filed by the Union and several members of the Union regarding the calculation of Holiday Pay for Troopers ("Grievants"), identified as State grievance **IDAS Nos. 15-0599, 15-0600, and 15-0601**, which allege violations of the 2015-2017 Collective Bargaining Agreement ("CBA") between the parties.

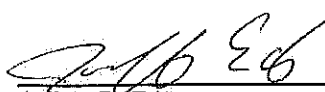
This settlement arises from the calculation of Grievants' compensatory holiday time off ("holiday comp time") for various holidays from 2003 to the present. During the course of these grievances, it was determined there were various instances where holiday comp time was miscalculated. The Union was advised that as of August 2015, the State had gone back to Veterans Day, 2014, and for all holidays occurring on or after that date made proper calculations and corrected employees' holiday comp time balances.


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

1. The State hereby attests that all Union employees whose holiday comp time was miscalculated have had their holiday comp time balances correctly adjusted.
2. The State shall provide Union with a list of members whose holiday comp time was adjusted to correct any miscalculation along with the following information: (A) the amount that each employee's holiday comp time was adjusted; and (B) the date of the adjustment.
3. Any employee who has had an adjustment to their holiday comp bank shall have until December 31, 2016, to utilize the compensatory time added to the holiday comp time bank.
4. The Department of Public Safety hereby confirms that it has already instituted safeguards to assure that holiday comp time is calculated correctly going forward.
5. In consideration of the foregoing, the Union shall withdraw the above-identified grievances.
6. This agreement is executed by the parties as a good faith settlement of all issues arising from the facts alleged in all grievance(s) referenced herein. 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 addressed and arising from the Grievants' claims in this grievance.
7. This settlement agreement is subject to Iowa's Open Records law and is available for public inspection and copying.

8. This Settlement Agreement is not binding until completely approved in accordance with Executive Order 85.


**FOR THE STATE**

 7/7/16  
Date  
Jeffrey R. Edgar  
Labor Relations  
Department of Administrative Services

 7-5-16  
Date  
Roxanne Ryan  
Commissioner  
Iowa Department of Public Safety

**FOR THE UNION**

 6/27/16  
Date  
Sue Brown  
General Counsel  
State Police Officers Council

 6-27-16  
Date  
Jason Bardsley  
President  
State Police Officers Council