



Iowa Department of Administrative Services
 Service • Efficiency • Value

Governor Kim Reynolds
 Lt. Governor Adam Gregg
 Jim Kurtenbach, 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: John Cox DAS# 19-0062 / PERB# 102313
 LLS Staff: Anthea Galbraith

Agency/Department: Iowa Department of Corrections
 Director's Printed Name: Beth Skinner
 Director's Signature:
 Date: 7/25/19 Approve: Deny:

Department of Administrative Services

Director's Printed Name: Jim Kurtenbach
 Director's Signature:
 Date: 26 July 2019 Approve: Deny:

Department of Management

Director's Printed Name: David Roederer
 Director's Signature:
 Date: 7-29-19 Approve: Deny:

Office of the Attorney General

Reviewed by (Print Name): Jeffrey Thompson
 Reviewer's Signature:
 Date: 8-14-19 Reviewed: Redacted:

STATE OF IOWA
AND
JOHN COX

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services and Iowa Department of Corrections, hereinafter the State, and John Cox, hereinafter Grievant, enter into the following Agreement in full and final resolution of the merit grievance appeal filed by or on behalf of Grievant, hereinafter PERB Case No. 102313, that alleged a violation of Iowa Code section 8A.415(2).

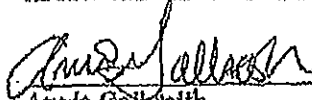
This Settlement arose out of a situation in which Grievant was issued a three (3) day paper suspension. In order to resolve PERB Case No. 102313, the above-listed parties agree to the following:

1. The three (3) day paper suspension shall be rescinded and replaced with a one (1) day paper suspension for failing to obtain institutional authorization prior to giving statements to the media.
2. Should Grievant receive no discipline for one (1) year following the effective date of this settlement, the one (1) day paper suspension shall be considered stale for the purposes of progressive discipline.
3. In consideration of the foregoing, Grievant withdraws the above-referenced grievance and will file a voluntary dismissal with prejudice in PERB Case No. 102313 no later than five (5) days after final approval in paragraph 7, below, occurs.
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 Grievant'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 litigation or other proceedings in the future.
6. This agreement shall be made accessible to the public on an internet site maintained by the Iowa Department of Administrative Services.
7. This Settlement Agreement is not binding until completely approved in accordance with Iowa Code section 22.13A(4).

FOR THE STATE:

FOR THE GRIEVANT:

APPROVED AS TO FORM



Anne Gaithe Date
Labor Relations Attorney
Iowa Department of Administrative Services



Amber Moats Date
Union Representative

BB 7-19-19
Management Rep Date
Iowa Department of Corrections

John Cox 7-15-2019
John Cox Date
Grievant



Iowa Department of Administrative Services

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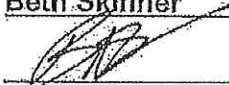
Governor Kim Reynolds
Lt. Governor Adam Gregg

Jim Kurtenbach, Director

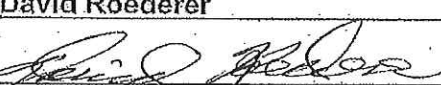
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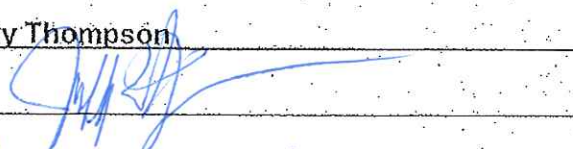
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In the matter of: Rodolfo Gonzalez	DAS# 19-0002 / PERB# 102253
LLS Staff: <u>Nathan Reckman</u>	

Agency/Department: <u>Iowa Department of Corrections</u>		
Director's Printed Name: <u>Beth Skinner</u>		
Director's Signature: 		
Date: <u>7/10/19</u>	Approve: <input checked="" type="checkbox"/>	Deny: <input type="checkbox"/>

Department of Administrative Services		
Director's Printed Name: <u>Jim Kurtenbach</u>		
Director's Signature: 		
Date: <u>10 June 2019</u>	Approve: <input checked="" type="checkbox"/>	Deny: <input type="checkbox"/>

Department of Management		
Director's Printed Name: <u>David Roederer</u>		
Director's Signature: 		
Date: <u>7-11-19</u>	Approve: <input checked="" type="checkbox"/>	Deny: <input type="checkbox"/>

Office of the Attorney General		
Reviewed by (Print Name): <u>Jeffrey Thompson</u>		
Reviewer's Signature: 		
Date: <u>July 11, 2019</u>	Reviewed: <input checked="" type="checkbox"/>	Redacted: <input type="checkbox"/>

