



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

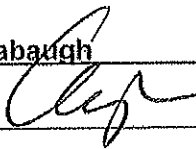
Please sign/date where indicated below noting the approval or denial of the attached proposed Personnel Settlement Agreement. **After signing, please return to the attention of DAS-Communications in the Hoover Building for routing/final distribution.** If "denied," please return to DAS-Communications.

In the matter of: **Seth Last** DAS# 18-0067 / PERB# 102157

LLS Staff: Alla Mintzer Zaprudsky

Agency/Department: Iowa Department of Human Services

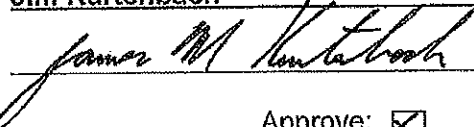
Director's Printed Name: Gerd Clabaugh

Director's Signature: 

Date: 8-23-19 Approve: Deny:

Department of Administrative Services

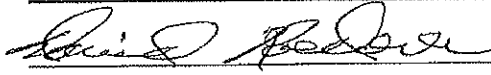
Director's Printed Name: Jim Kurtenbach

Director's Signature: 

Date: 27 AUG 2019 Approve: Deny:

Department of Management

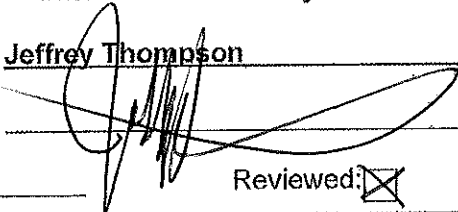
Director's Printed Name: David Roederer

Director's Signature: 

Date: 9-18-19 Approve: Deny:

Office of the Attorney General

Reviewed by (Print Name): Jeffrey Thompson

Reviewer's Signature: 

Date: 9/19/19 Reviewed: Redacted:

STATE OF IOWA
AND
SETH L. LAST

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services and the Department of Human Services (State Training School), hereinafter the "State" and Seth L. Last, hereinafter "Last," enter into the following Agreement in full and final resolution of the grievance filed by Last, IDAS #18-0067; PERB #102157, that alleged a violation of Iowa Administrative Code rule 11 - 60.2(8A).

This settlement arose out of a situation in which Last was terminated from employment on or about December 6, 2017. The parties have agreed to the following:

1. Last shall return to employment at the State Training School subject to the following:
 - a. Last shall be employed as a Youth Services Worker.
 - b. Last must complete all necessary paperwork and pass the full background check required for the position.
 - c. Last shall receive back pay adjusted for any increases in compensation that would have occurred during the time period between December 6, 2017, and the date he returns to work.
 - d. Last shall receive the 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 compensation for the time period from December 7, 2017, through the date he returns to work.
 - e. Last shall have his sick leave balance restored to the balance as of the date of termination and shall receive sick leave accruals computed from December 7, 2017, through the date he returns to work.
 - f. Last shall receive vacation accruals computed from December 7, 2017, through the date he returns to work.
 - g. Last shall receive reimbursement for any premium costs, out-of-pocket medical, dental or vision payments that exceeded the amount that would have been paid by him if he had maintained coverage by State insurance during the time period between December 7, 2017, and the time he returns to work.
 - h. Last's employment start date with the State shall be restored to June 15, 2007.
2. In consideration of the foregoing, Last hereby withdraws the above referenced Public Employment Relations Board Appeal.

3. The specific terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter.
4. This Settlement Agreement constitutes the entire agreement between the parties. The terms of this Settlement Agreement are contractual and not merely recital. None of the terms shall be altered or modified in whole or in part except in writing acknowledged by each party.
5. This Settlement Agreement is a public record, pursuant to Iowa Code section 22.13A (2019), and 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(5).
7. Because this Settlement Agreement contemplates payment of back wages across fiscal years, the parties acknowledge that such payment must be approved by the State Appeal Board pursuant to Iowa Administrative Code rule 11—53.4(7).

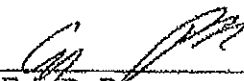
PLEASE READ THIS DOCUMENT CAREFULLY. IT WILL RELEASE AND WAIVE LEGAL CLAIMS AND RIGHTS YOU MAY HAVE. YOU ARE ADVISED TO CONSULT WITH AN ATTORNEY BEFORE SIGNING THIS DOCUMENT.

APPROVED AS TO FORM

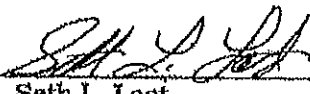
FOR THE STATE:

FOR THE GRIEVANT:

 Date: _____
 Alla R. Mintzer Zaprudsky
 Labor and Legal Services Attorney
 Iowa Department of Administrative
 Services


 _____ Date: 16 Aug 2019
 Eric D. Puryear
 Attorney
 Puryear Law P.C.

 Date: _____
 Mark E. Day
 Superintendent
 Department of Human Services
 Eldora State Training School


 _____ Date: 8/12/19
 Seth L. Last
 Grievant

3. The specific terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter.
4. This Settlement Agreement constitutes the entire agreement between the parties. The terms of this Settlement Agreement are contractual and not merely recital. None of the terms shall be altered or modified in whole or in part except in writing acknowledged by each party.
5. This Settlement Agreement is a public record, pursuant to Iowa Code section 22.13A (2019), and 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(5).
7. Because this Settlement Agreement contemplates payment of back wages across fiscal years, the parties acknowledge that such payment must be approved by the State Appeal Board pursuant to Iowa Administrative Code rule 11-53.4(7).

PLEASE READ THIS DOCUMENT CAREFULLY. IT WILL RELEASE AND WAIVE LEGAL CLAIMS AND RIGHTS YOU MAY HAVE. YOU ARE ADVISED TO CONSULT WITH AN ATTORNEY BEFORE SIGNING THIS DOCUMENT.

APPROVED AS TO FORM

FOR THE STATE:

FOR THE GRIEVANT:

Alla R. Mitzner Zaprudsky Date: 7/16/2019
 Alla R. Mitzner Zaprudsky
 Labor and Legal Services Attorney
 Iowa Department of Administrative
 Services

 Eric D. Puryear
 Attorney
 Puryear Law P.C.
 Date: _____

 Mark E. Day
 Superintendent
 Department of Human Services
 Eldora State Training School
 Date: _____

 Seth L. Last
 Grievant
 Date: _____

3. The specific terms of this Settlement Agreement are considered by the parties to pertain only to the specific facts involved in this matter.
4. This Settlement Agreement constitutes the entire agreement between the parties. The terms of this Settlement Agreement are contractual and not merely recital. None of the terms shall be altered or modified in whole or in part except in writing acknowledged by each party.
5. This Settlement Agreement is a public record, pursuant to Iowa Code section 22.13A (2019), and 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(5).
7. Because this Settlement Agreement contemplates payment of back wages across fiscal years, the parties acknowledge that such payment must be approved by the State Appeal Board pursuant to Iowa Administrative Code rule 11-53.4(7).

PLEASE READ THIS DOCUMENT CAREFULLY. IT WILL RELEASE AND WAIVE LEGAL CLAIMS AND RIGHTS YOU MAY HAVE. YOU ARE ADVISED TO CONSULT WITH AN ATTORNEY BEFORE SIGNING THIS DOCUMENT.

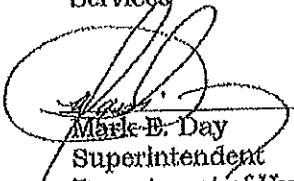
APPROVED AS TO FORM

FOR THE STATE:

FOR THE GRIEVANT:

 Date: _____
 Alla R. Mintzer Zaprudsky
 Labor and Legal Services Attorney
 Iowa Department of Administrative
 Services

 Date: _____
 Eric D. Puryear
 Attorney
 Puryear Law P.C.



 Date: 7/2/19
 Mark B. Day
 Superintendent
 Department of Human Services
 Eldora State Training School

 Date: _____
 Seth L. Last
 Grievant



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).

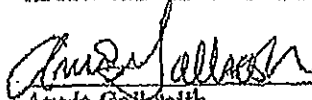
This Settlement arose out of a situation in which Grievant was issued a three (3) day paper suspension. In order to resolve PERB Case No. 102313, the above-listed parties agree to the following:

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

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

John Cox 7-15-2019
John Cox Date
Grievant



Iowa Department of Administrative Services

Service • Efficiency • Value

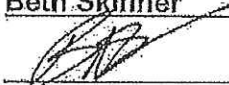
Governor Kim Reynolds
Lt. Governor Adam Gregg

Jim Kurtenbach, Director

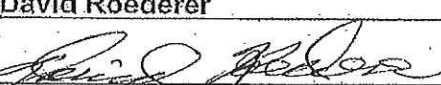
Routing/Review Approval of Personnel Settlement Agreement

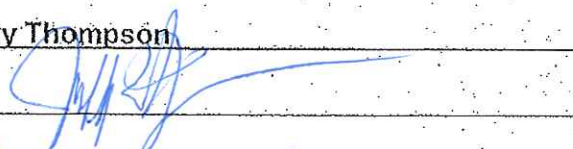
Please sign/date where indicated below noting the approval or denial of the attached proposed Personnel Settlement Agreement. **After signing, please return to the attention of DAS-Communications in the Hoover Building for routing/final distribution, **If "denied," please return to DAS-Communications.

In the matter of: 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"/>

