Iowa Department of Administrative Services

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Governor Terry E. Branstad
Lt. Governor Kim Reynolds
Janel Phipps, Director

DAS

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: **SPOC GROUP AFSCME#s 15-0599, 15-0600 and 15-0601**

LRT Staff: Jeffrey Edgar

Agency/Department: Iowa Department of Public Safety

Director's Printed Name: Roxanne Ryan

Director's Signature: [signature]

Date: 7-15-16 Approve: ☒ Deny: ☐

Department of Administrative Services

Director's Printed Name: Janet E. Phipps

Director's Signature: [signature]

Date: 7/15/2016 Approve: ☑ Deny: ☐

Department of Management

Director's Printed Name: David Roederer

Director's Signature: [signature]

Date: 7/21/16 Approve: ☒ Deny: ☐

Office of the Attorney General

Reviewed by (Print Name): Jeff Thompson

Reviewer's Signature: [signature]

Date: 7/26/16 Reviewed: ☒ Redacted: ☐

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

Jeffrey R. Edgar Date
Labor Relations
Department of Administrative Services

7-5-16

Roxanne Ryan Date
Commissioner
Iowa Department of Public Safety

FOR THE UNION

6/27/16

Sue Brown Date
General Counsel
State Police Officers Council

6-27-16

Jason Bardsley Date
President
State Police Officers Council