

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
CLERICAL (001) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>
Accounting Clerk 1	00305	Premium overtime over 40 hours in pay status per work period, as defined in Article VIII, Section 2.	Decision rests with employee; employer reserves right to require cash payment.	160*	Yes; employees may elect to carry over up to 40 hours.
Accounting Clerk 2	00306				
Accounting Clerk 3	00307				
Clerk	00011				
Clerk Advanced	00017				
Clerk Specialist	00018				
Drivers License Clerk	06298				
Drivers Lic. Clerk Sr.	06299				
Info. Tech. Support Worker 1	00114				
Info. Tech. Support Worker 2	00115				
Info. Tech. Support Worker 3	00116				
Info. Tech. Support Worker 4	00117				
Licensing Assistant	15051				
Nursing Unit Coordinator	02000/ 82000				
Receptionist	00006				
Secretary 1	00025				
Secretary 2	00026				
Secretary 3	15002				
Telecom Operator	04705				
Telephone Operator	00035				
Typist	00012				
Typist Advanced	00013				
Utility Office Worker	00010				
Word Processor 1	00060				
Word Processor 2	00061				
Word Processor 3	00063				

\* *Employees of the Department of Transportation may accumulate up to 200 hours of compensatory time. The accumulation maximum for employees of the Department of Transportation is a pilot project that will sunset on June 30, 2015; if the pilot is not continued in the next contract, the limit will revert to 160 hours maximum accumulation.*

*NOTE: Premium overtime means one and one-half times the hourly rate of pay.*

*NOTE: Compensatory time that cannot be carried over must be paid out at the end of the fiscal year. For purposes of paying out compensatory time, the fiscal year ends on June 30, with the following exceptions: for the Department of Public Defense and the Department of Administrative Services - General Services Enterprise, the fiscal year ends on September 30; and for the Department of Transportation, the fiscal year ends on either March 31 or September 30, whichever the employee elects for the duration of this agreement.*

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
TECHNICAL (002) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>
Accounting Technician 1	00290	Premium overtime over 40 hours in pay status per work period, as defined in Article VIII, Section 2.	Decision rests with employee; employer reserves right to require cash payment.	160*	No (Paid Out)**
Accounting Technician 2	00292				
Accounting Technician 3	00294				
Activities Aide	02105				
Activities Assistant	02107				
Admin. Asst. 1	00708				
Admin. Asst. 2	00709				
Architectural Tech. 1	04363				
Architectural Tech. 2	04364				
Asst. Soils Party Chief	04308				
Asst. Survey Party Chief	04325				
Braille Transcriber	02585				
Bridge Inspector 1	08133				
Bridge Inspector 2	08137				
Bldg. Mfr. Housing Insp.	14804				
Central Supply Worker	02085				
Cert. Vocational Instructor	01037				
Comm. Center Spec. 1	04715				
Comm. Center Spec. 2	04717				
Comm. Technician 1	04735				
Comm. Technician 2	04736				
Comm. Technician 3	04737				
Construction Tech.	04320				
Construction Tech. Asst.	04319				
Construction Tech. Senior	04321				
Control Center Operator	08000				
Cosmetologist	08605				
Dental Assistant	02220/ 82220				
Design Technician	04371				
Design Tech. Associate	04370				
Design Tech. Specialist	04372				
Drivers Lic. Hearing Off.	06302				
Drug Abuse Counselor 1	03251/ 83251				
Drug Abuse Counselor 2	03252/ 83252				
Education Aide	01005				
Elec. Engineer Tech.	04742/ 84742				

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
TECHNICAL (002) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>
Energy Mngmnt. Tech.	08004	Premium overtime over 40 hours in pay status per work period, as defined in Article VIII, Section 2.	Decision rests with employee; employer reserves right to require cash payment.	160*	No (Paid Out)**
Engineer 2	14756				
Engineering Off. Asst. 1	04380				
Engineering Off. Asst. 2	04381				
Engineering Technician Senior	04323				
Evidence Technician	06015				
Fingerprint Technician	06030				
Forensic Autopsy Tech.	02203				
Forensic Morgue Attendant	02202				
Geological Technician	04401				
Graphic Artist	08518				
ICN Audio-Video Technician	08646				
Laboratory Assistant 2	05166				
Law Clerk	00638				
Library Associate	01310				
Licensed Practical Nurse	02002/ 82002				
Master Control Op Tech	14716				
Master Control Op Tech Sr	14717				
Materials Fabrication Insp. 1	04343				
Materials Fabrication Insp. 2	04344				
Materials Technician 3	04342				
Materials Technician 4	04345				
Materials Technician 5	04353				
Medical Lab. Technician	02205				
Metrologist	05104				
Museum Assistant	01338				
Museum Guide	01333				
Museum Technician	01330				
Natural Resources Tech. 1	05301				
Natural Resources Tech. 2	05331				
Occupational Therapy Asst.	02117				
Paralegal	15004				
Park Manager	05335				
Pharmacy Assistant	02225				

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
TECHNICAL (002) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>
Pharmacy Technician	02227	Premium overtime over 40 hours in pay status per work period, as defined in Article VIII, Section 2.	Decision rests with employee; employer reserves right to require cash payment.	160*	No (Paid Out)**
Photographer	08516				
Physical Therapy Aide	02125				
Planning Aide 1	04005				
Planning Aide 2	04006				
Planning Aide 3	04007				
Production Technician	14720				
Production Technician Senior	14721				
Psychiatric Security Spec.	03220				
Purchasing Assistant	00205				
Radiological Elec. Tech.	04900				
Radiological Tech. 1	02209				
Radiological Tech. 2	02211				
Refugee Specialist 1	00895				
Refugee Specialist 2	00896				
Rehabilitation Assistant	02566				
Resident Aide	03200				
Resident Treatment Tech.	03202				
Resident Treatment Worker					
Respiratory Therapy Tech.	02200				
Retire. Benefits Officer	00846				
Retire. Benefits Officer Sr	00847				
Retire. Benefits Tech.	00845				
Retire. Compliance Offcr.	00849				
Retire. Compliance Offcr. Sr	00848				
Retire Investment Tech	00840				
Revenue Agent 1	00354				
Revenue Agent 2	00355				
Revenue Agent 3	00356				
Right of Way Aide 3	04107				
Right of Way Aide 4	04108				
Social Work Associate	03010				
Soil Conservation Tech. 1	05465				
Soil Conservation Tech. 2	05466				
Soil Conservation Tech. 3	05467				
Soils Party Chief	04310				
State Industries Sales Rep.	06460				
Statistical Assistant	00741				

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
TECHNICAL (002) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>
Studio Engineer	14754	Premium overtime over 40 hours in pay status per work period, as defined in Article VIII, Section 2.	Decision rests with employee; employer reserves right to require cash payment.	160*	No (Paid Out)**
Studio Engineer Advanced	14759				
Studio Engineer Senior	14757				
Survey Party Chief	04326				
Technical Service Spec.	00133				
Technical Service Spec. Sr.	00134				
Therapeutic Technician	07340				
Transmitter Engineer	14751				
Transmitter Engineer Sr	14752				
Transmitter Engineer Adv	14753				
Utilities Regulation Insp.	00556				
Veterans Benefits Specialist	00855				
Vocational Instructor	01035				
Workforce Advisor	00807				
Workforce Associate	00806				
Youth Services Technician	03047				
Youth Services Worker	03040				

\* *Employees of the Department of Transportation may accumulate up to 200 hours of compensatory time. The accumulation maximum for employees of the Department of Transportation is a pilot project that will sunset on June 30, 2015; if the pilot is not continued in the next contract, the limit will revert to 160 hours maximum accumulation.*

\*\* *Employees of the Department of Human Services, the Department of Transportation, and the Iowa Veterans Home may, at their discretion, carry over 40 hours of compensatory time; employees of the Department of Public Defense may, at their discretion, carry over 20 hours of compensatory time.*

*NOTE: Premium overtime means one and one-half times the hourly rate of pay.*

*NOTE: Compensatory time that cannot be carried over must be paid out at the end of the fiscal year. For purposes of paying out compensatory time, the fiscal year ends on June 30, with the following exceptions: for the Department of Public Defense, the fiscal year ends on September 30; and for the Department of Transportation, the fiscal year ends on either March 31 or September 30, whichever the employee elects for the duration of this agreement.*

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
BLUE COLLAR (003) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>
Automotive Service Wrk.	08365	Premium overtime over 40 hours in pay status per work period, as defined in Article VIII, Section 2.	Decision rests with employee; employer reserves right to require employee to take cash payment.	160*	No (Paid Out)**
Baker	07225				
Bindery Worker	08510				
Canteen Clerk	07240				
Canteen Operator 1	07245				
Canteen Operator 2	87246				
Carpenter 1	08040				
Carpenter 2	08041				
Cook 1	07220				
Cook 2	07221				
Corr. Bldg. Serv. Coord.	87313				
Corr. Farm Manager	85032				
Corr. Food Serv. Coord.	87237				
Corr. Trades Leader	88018				
Custodial Assistant	07015				
Custodial Leader	07010				
Custodial Worker	07005				
District Mechanic	08390				
Driver	08205				
Elec. Maint. Specialist	08028				
Electrician	08326				
Electrician	88326				
Electronics Technician	08672				
Electronics Technician	88672				
Equipment Operator	08111				
Equipment Operator Sr.	08113				
Facilities Maint. Coord.	08012				
Farm Leader	85015				
Fire Serv. Tech. Asst.	14806				
Food Service Worker	07200				
Furniture Upholsterer	08039				
Garage Operations Assistant	08115				
Heavy Equip. Oper.	08230				
HVAC Coordinator	08330				
HVAC Technician	08323				
HVAC Technician	88323				
Hwy. Technician Assoc.	08121				
Hwy. Technician	08122				
Hwy. Technician Sr.	08123				

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
BLUE COLLAR (003) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>
Ingredient Room Worker 1	07215	Premium overtime over 40 hours in pay status per work period, as defined in Article VIII, Section 2.	Decision rests with employee; employer reserves right to require employee to take cash payment.	160*	No (Paid Out)**
Ingredient Room Worker 2	07216				
Laundry Worker 1	07305				
Laundry Worker 2	07306				
Locksmith	08635				
Machinist	08305				
Mail Clerk 1	00260				
Mail Clerk 2	00261				
Maintenance Engineer	30451				
Maintenance Leader	08010				
Maintenance Repairer	08016				
Maintenance Worker 1	08005				
Maintenance Worker 2	08006				
Mason	08042				
Mechanic	08375				
Mechanic Helper	08370				
Nursery Worker 1	05005				
Nursery Worker 2	05006				
Painter 1	08043				
Painter 2	08044				
Parts Worker	08140				
Plumber 1	08045				
Plumber 2	08046				
Power Plant Engineer 1	08410				
Power Plant Engineer 2	08415				
Power Plant Engineer 3	08416				
Power Plant Engineer 3	88416				
Power Plant Engineer 4	08420				
Power Plant Engineer 4	88420				
Recreational Aide	05200				
Reproduction Equip. Ldr.	08530				
Rep. Equip. Oper. 1	08525				
Rep. Equip. Oper. 2	08526				
Sewing Room Attendant 1	07320				
Sewing Room Attendant 2	07321				
Sign Fabricator 1	08346				
Sign Fabricator 2	08347				

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
BLUE COLLAR (003) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>
Storekeeper 1	00235	Premium overtime over 40 hours in pay status per work period, as defined in Article VIII, Section 2.	Decision rests with employee; employer reserves right to require employee to take cash payment.	160*	No (Paid Out)**
Storekeeper 2	00236				
Storekeeper 2	80236				
Storekeeper 3	00237				
Storekeeper 3	80237				
Trades Helper	08015				
Transport Driver	08210				
Vehicle Dispatcher	08215				
Warehouse Operations Wkr.	00252				
Wtr. & Disposal Plant Oper. 1	08405				
Wtr. & Disposal Plant Oper. 2	08406				
Welder	08310				

\* *Employees of the Department of Transportation may accumulate up to 200 hours of compensatory time. The accumulation maximum for employees of the Department of Transportation is a pilot project that will sunset on June 30, 2015; if the pilot is not continued in the next contract, the limit will revert to 160 hours maximum accumulation with the option of carrying 40 hours over to the next year. Any hours over 200 will be paid out in cash and employees may carry 40 hours over to the next year.*

\*\* *Employees of the Department of Human Services, the Department of Transportation, and the Iowa Veterans Home, and clerical bargaining unit may, at their discretion, carry over 40 hours of compensatory time; employees of the Department of Public Defense may, at their discretion, carry over 20 hours of compensatory time.*

*NOTE: Premium overtime means one and one-half times the hourly rate of pay.*

*NOTE: Compensatory time that cannot be carried over must be paid out at the end of the fiscal year. For purposes of paying out compensatory time, the fiscal year ends on June 30, with the following exceptions: for the Department of Public Defense and the Department of Administrative Services - General Services Enterprise, the fiscal year ends on September 30; and for the Department of Transportation, the fiscal year ends on either March 31 or September 30, whichever the employee elects for the duration of this agreement.*

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
PROFESSIONAL FISCAL AND STAFF (004) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>
Adult Services Monitor	04540	Premium overtime when an employee works over 40 hours in pay status per work period, as defined in Article VIII, Section 2. **	Decision rests with employee; employer reserves right to require cash payment.	160*	No (Paid Out)
Aff. Action Comp. Off. 1	03313				
Aff. Action Comp. Off. 2	03314				
Assistant Videographer	14760				
Criminal Intelligence Analyst	06019				
Criminal Intel. Analyst Sr.	06020				
Criminal Intel. Analyst Adv.	06021				
Disaster Project Specialist 1	04016				
Disaster Project Specialist 2	04017				
Emer. Mngmnt. Spec.	04018				
Engineering Oper. Tech.	04385				
Fire Serv. Coord.	14808				
Gaming Representative 1	15052				
Gaming Representative 2	15053				
Health Facilities Surveyor	04538				
Hlth. Professions Invest.	02230				
Information Specialist 1	00750				
Information Specialist 2	00751				
Info. Tech. Specialist 1	00118				
Info. Tech. Specialist 2	00119				
Info. Tech. Specialist 3	00120				
Ins. Claims Investigator	00452				
Ins. Program Specialist	00453				
Investigator 1	00695				
Investigator 2	00696				
Investigator 3	00697				
Library Resources Tech.	01313				
Long Term Care Ombudsman	02600				
Medicolegal Death Invest.	00699				
Operations Assistant	14749				
Production Assistant	14731				
Public Information Asst.	14737				
Right of Way Agent 1	04110				
Right of Way Agent 2	04111				
Right of Way Agent 3	04112				
Safety/Health Consultant	00666				
Special Investigator	00690				
Taxpayer Service Spec.	00375				

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
PROFESSIONAL FISCAL AND STAFF (004) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>
Accountant Consultant	04796	Hour-for-hour overtime when an employee works over 40 hours in pay status per work period, as defined in Article VIII, Section 2. **	Decision rests with employee; for non-field staff, employer reserves right to require comp time when it is required pursuant to federal grants.	160*	No (Paid Out)
Accountant 2	00311				
Accountant 3	00312				
Accountant/Auditor 1	00309				
Actuarial Assistant	00464				
Actuary	00465				
Actuary A.S.A.	00467				
Adm. Law Judge 1	00790				
Adm. Law Judge 2	00791				
Ag. Marketing Spec.	05134				
Appellate Defender 1	00630				
Appellate Defender 2	00631				
Appellate Defender 3	00632				
Arts Programmer 1	20583				
Arts Programmer 2	20585				
Arts Programmer 3	20574				
Attorney 1	00643				
Attorney 2	00644				
Attorney 3	00645				
Budget Analyst 1	00721				
Budget Analyst 2	00722				
Budget Analyst 3	00723				
Business Mrktng Spec. WF Develop	00817				
Compliance Officer 1	00640				
Compliance Officer 2	00641				
Data Warehouse Analyst	00748				
Dpty. Wrkrs. Comp. Comm.	00639				
Employer Liability Specialist	00888				
Executive Officer 1	80710				
Executive Officer 1	00710				
Executive Officer 2	00711				
Executive Officer 2	80711				
Executive Officer 3	00712				
Executive Officer 4	00713				
Executive Officer 5	00714				
Field Auditor	00327				
Health Facilities Officer 1	04524				
Historical Program Spec.	01337				
ICN Business Develop Mgr.	04792				
IFA - Comptroller	00318				
Information Specialist 3	00754				
Info. Tech. Enterprise Exp.	00160				
Info. Tech. Specialist 4	00121				
Info. Tech. Specialist 5	00122				

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
PROFESSIONAL FISCAL AND STAFF (004) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>
Ins. Company Examiner	00444	Hour-for-hour overtime when an employee works over 40 hours in pay status per work period, as defined in Article VIII, Section 2. **	Decision rests with employee; for non-field staff, employer reserves right to require comp time when it is required pursuant to federal grants.	160*	No (Paid Out)
Ins. Company Examiner Senior	00445				
Ins. Cmpy. Examiner Spec.	00447				
Ins. Complaint Analyst	00454				
Ins. Policy Analyst	00455				
Internal Auditor	00335				
Job Ins. Quality Auditor 1	00881				
Job Ins. Quality Auditor 2	00882				
Justice Systems Analyst	20639				
Key Account Executive	00905				
Lbr. Mkt. Research Econ. 1	00870				
Lbr. Mkt. Research Econ. 2	00871				
Lbr. Mkt. Research Econ. 3	00872				
Lottery Comm. Coord.	00925				
Lottery Dist. Sales Rep.	00915				
Management Analyst 1	00733				
Management Analyst 2	00734				
Management Analyst 3	00736				
Management Analyst 4	00737				
Nursing Standards Rep.	02045				
Out-of-State Revenue Aud.	00345				
Pharmacy Consultant	02228				
Producer/Director	14723				
Program Planner 1	04020				
Program Planner 2	04022/ 84022				
Program Planner 3	04023				
Property Appraiser 1	00367				
Property Appraiser 2	00368				
Property Appraiser 3	00369				
Property Appraiser 4	00370				
Public Defender 1	00633				
Public Defender 2	00634				
Public Defender 3	00635				
Purchasing Agent 1	00210				
Purchasing Agent 2	00211				
Purchasing Agent 3	00212				

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
PROFESSIONAL FISCAL AND STAFF (004) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>
Resource Manager	31305	Hour-for-hour overtime when an employee works over 40 hours in pay status per work period, as defined in Article VIII, Section 2. **	Decision rests with employee; for non-field staff, employer reserves right to require comp time when it is required pursuant to federal grants.	160*	No (Paid Out)
Retire. Investment Offcr. 1	00841				
Retire. Investment Offcr. 2	00842				
Retire. Investment Offcr. 3	00843				
Retire. Investment Offcr. 4	00844				
Revenue Auditor 2	00343				
Revenue Auditor 3	00344				
Revenue Examiner 1	00350				
Revenue Examiner 2	00351				
Revenue Examiner 3	00357				
Right of Way Agent 4	04113				
Safety Officer	00761				
Safety Officer	80761				
Senior Utility Analyst	00531				
Senior Utility Analyst	10531				
Stat. Research Analyst 1	00743				
Stat. Research Analyst 2	00744				
Stat. Research Analyst 3	00746				
Tax Perform. System Anal.	00883				
Technical Tax Spec. 1	00360				
Technical Tax Spec. 2	00361				
Technical Tax Spec. 3	00362				
Telecom. Mrkting. Analyst	04793				
Telecom. Mrkting. Anal. Sr.	04794				
Telecom. Sales Engineer	04799				
Telecom. Spec.	04780				
Telecom. Specialist Sr.	04781				
Telecom. Tech. Ent. Exp.	04789				
Treasury Investment Off. 1	00685				
Treasury Investment Off. 2	00686				
Utility Analyst 1	00528				
Utility Analyst 2	00529				
Utility Specialist	00532				
Workforce Program Coord.	00809				

\* *Employees of the Department of Transportation may accumulate up to 200 hours of compensatory time. The accumulation maximum for employees of the Department of Transportation is a pilot project that will sunset on June 30, 2015; if the pilot is not continued in the next contract, the limit will revert to 160 hours maximum accumulation.*

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
PROFESSIONAL FISCAL AND STAFF (004) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

Job Classification	Class Code	Overtime Eligibility	Cash or Compensatory Time	Compensatory Time Accrual Max	Compensatory Time Carry-Over
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*\*\* Positions designated as field staff do not earn overtime/compensatory time, **except** for those employed by: Iowa Workforce Development, the Department of Revenue, the Department of Inspections and Appeals, and Administrative Services - State Accounting Enterprise. Employees designated as field staff in the aforementioned departments will receive hour-for-hour compensatory time for hours worked in excess of 40, when those hours fall on a Saturday or Sunday and the employee has received management approval prior to working those hours.*

*NOTE: All positions designated as field staff receive four additional unscheduled holidays in accordance with Article IX, Section 12A.*

*NOTE: For non-field staff, if budgetary considerations dictate, the employer may direct employees to use their compensatory time between June 1 and June 30.*

*NOTE: Premium overtime means one and one-half times the hourly rate of pay.*

*NOTE: Compensatory time that cannot be carried over must be paid out at the end of the fiscal year. For purposes of paying out compensatory time, the fiscal year ends on June 30, with the following exceptions: for the Department of Public Defense, the fiscal year ends on September 30; and for the Department of Transportation, the fiscal year ends on either March 31 or September 30, whichever the employee elects for the duration of the collective bargaining agreement.*

*NOTE: Employees of the Department of Human Services, the Department of Transportation, and the Iowa Veterans Home may, at their discretion, carry over 40 hours of compensatory time; employees of the Department of Public Defense may, at their discretion, carry over 20 hours of compensatory time.*

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
SECURITY (006) BARGAINING UNIT**

**ASFCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>
Ag. Compliance Investigator	05120	Premium overtime when an employee works over 40 hours in pay status per work period, as defined in Article VIII, Section 2.	Decision rests with employee; employer reserves right to require cash payment.	160*	No ** (Paid Out)
Ag. Products Inspector	05144				
Air Base Security Off.	87114				
Airport Firefighter	07130				
Apiary Inspector	05140				
Boiler Inspector	08430				
Correctional Officer	86406				
Dairy Products Inspector	05112				
Disease Prevention Spec.	02425				
Drivers Lic. Examiner	06300				
Electrical Inspector	08328				
Elevator/Amus. Ride Inspect.	00675				
Installation Security Officer	87113				
Livestock Inspector	05117				
Meat Inspector	05126				
Motor Vehicle Investigator	86340				
Motor Vehicle Officer	86360				
Motor Vehicle Sergeant	86361				
Pesticide Investigator	05145				
Polygrapher	86400				
Safety Inspection Coord.	00676				
Security Guard 1	07110				
Security Guard 2	07111				
Security Guard 3	07113				
Senior Corr. Officer	86409				
Senior State Industries Tech.	86467				
State Ind. Prod. Coord.	86469				
State Industries Tech.	86465				
Track Inspector	00684				
W&G Dealer Exam.	00482				
Weights & Measures Insp.	05101				

\* *Employees of the Department of Transportation may accumulate up to 200 hours of compensatory time. The accumulation maximum for employees of the Department of Transportation is a pilot project that will sunset on June 30, 2015; if the pilot is not continued in the next contract, the limit will revert to one hundred sixty (160) hours maximum accumulation.*

\*\* *Employees of the Department of Human Services, the Department of Transportation, and the Iowa Veterans Home may, at their discretion, carry over 40 hours of compensatory time; employees of the Department of Public Defense may, at their discretion, carry over 20 hours of compensatory time.*

NOTE: *Premium overtime means one and one-half times the hourly rate of pay.*

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
SECURITY (006) BARGAINING UNIT**

**ASFCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>
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*NOTE: Compensatory time that cannot be carried over must be paid out at the end of the fiscal year. For purposes of paying out compensatory time, the fiscal year ends on June 30, with the following exceptions: for the Department of Public Defense, the fiscal year ends on September 30; and for the Department of Transportation, the fiscal year ends on either March 31 or September 30, whichever the employee elects for the duration of this agreement.*

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
PATIENT CARE (011) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

<b>Job Classification</b>	<b>Class Code</b>	<b>Overtime Eligibility</b>	<b>Cash or Compensatory Time</b>	<b>Compensatory Time Accrual Max</b>	<b>Compensatory Time Carry-Over</b>	
Dental Hygienist	02222/ 82222	Premium overtime when an employee works over 40 hours in pay status per work period, as defined in Article VIII, Section 2.	Decision rests with employee; employer reserves right to require cash payment.	160	Yes; hours are carried over.	
Psychology Assistant	03242					
Social Worker 2	23013					
Social Worker 3	23016	Premium overtime over 80 hours in pay status per <i>pay period</i> (bi-weekly).				Yes; employees may elect to carry over up to 40 hours.
Activities Specialist 1	02110/ 82110					
Activities Specialist 2	02111/ 82111					
Nurse Clinician	02021					
Nurse Practitioner	02027					
Nurse Specialist	02026					
Physician Assistant	02550					
Registered Nurse	02020/ 82020	Hour-for-hour compensatory time over 40 hours in pay status per work period, as defined in Article VIII, Section 2.	No choice; employees receive compensatory time.		Yes; hours are carried over.	
Audiologist	02138					
Clinical Dietician	07344					
Occupational Therapist 1	02118					
Pharmacist	02226					
Physical Therapist 1	02130					
Physical Therapist 2	02131					
Psychologist 1	03245/ 83245					
Psychologist 2	03246/ 83246					
Psychologist 3	03248/ 83248					
Public Health Dental Hygienist	02430					
Speech/Language Pathologist 1	02135					
Speech/Language Pathologist 2	02136					

*NOTE: Premium overtime means one and one-half times the hourly rate of pay.*

**SECTION 5.32 OVERTIME/COMP TIME QUICK REFERENCE FOR  
PATIENT CARE (011) BARGAINING UNIT**

**AFSCME COLLECTIVE BARGAINING AGREEMENT**

Job Classification	Class Code	Overtime Eligibility	Cash or Compensatory Time	Compensatory Time Accrual Max	Compensatory Time Carry-Over
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*NOTE: Compensatory time that cannot be carried over must be paid out at the end of the fiscal year. For purposes of paying out compensatory time, the fiscal year ends on June 30. If budgetary considerations dictate, the Employer may direct employees to use their compensatory time between June 1st and June 30th.*

*NOTE: Employees of the Department of Human Services, the Department of Transportation, and the Iowa Veterans Home may, at their discretion, carry over 40 hours of compensatory time; employees of the Department of Public Defense may, at their discretion, carry over 20 hours of compensatory time.*