

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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PUBLIC EMPLOYMENT  
RELATIONS BOARD

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POLK COUNTY BOARD OF SUPERVISORS, )  
 Petitioner, )  
 )  
 and )  
 )  
 AMERICAN FEDERATION OF STATE, )  
 COUNTY AND MUNICIPAL EMPLOYEES, )  
 AFL-CIO, LOCAL 1868, )  
 Certified Employee )  
 Organization, )  
 )  
 and )  
 )  
 CENTRAL IOWA PUBLIC EMPLOYEES )  
 COUNCIL, )  
 Intervenor, )  
 )  
 and )  
 )  
 MUNICIPAL LABORERS, LOCAL 353, )  
 Intervenor, )  
 )  
 and )  
 )  
 MUNICIPAL EMPLOYEES ASSOCIATION, )  
 Intervenor. )

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CASE NO. 5540

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act and subrule 4.6, 621 Iowa Administrative Code, the parties waived hearing and filed with the Public Employment Relations Board a stipulation of bargaining unit agreeing that employees of the Convention Center and Veterans Memorial Auditorium are appropriately included in existing Polk County secretarial/clerical, custodial/maintenance, and professional/paraprofessional bargaining units.

Said stipulation was tentatively approved by the Board and a Public Notice of Proposed Decision was posted in accordance with subrule 4.2(6)(b), 621 I.A.C. Objections to the proposed decision were filed pursuant to subrule 4.2(6)(c), 621 I.A.C. Following an evidentiary hearing on the objections, the Board concluded the objections were without merit and overruled them. Accordingly, the Board issues the following:

ORDER

IT IS HEREBY ORDERED that the positions of electrician and building attendant from the Convention Center and the positions of groundskeeper, groundsperson, building custodian, and building equipment operator from the Veterans Memorial Auditorium are accreted into the maintenance/custodial bargaining unit originally certified in PERB Cases Nos. 120, 227, 276, and 339 and amended in PERB Case No. 1413. Due to the broad and general nature of the present unit description, no amendment of the unit description is required.

IT IS FURTHER ORDERED that the positions of sales assistant, convention services coordinator, and production services technician from the Convention Center and the position of assistant event coordinator from the Veterans Memorial Auditorium are accreted into the professional/paraprofessional bargaining unit originally certified in PERB Case No. 634 and amended in PERB Cases Nos. 768, 1052, 1106, 1147, 1254, 1443, 1770, 1969, 2185, and 2313. Due to the broad and general nature of the present unit description, no amendment of the unit description is required.

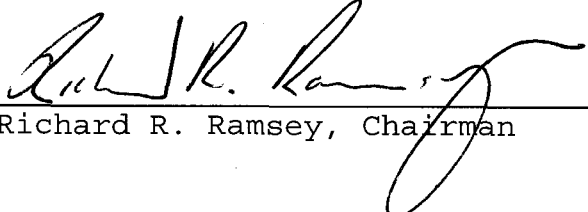
IT IS FURTHER ORDERED that the positions of Clerk Typist II from the Convention Center and the position of Receptionist/Secretary from the Veterans Memorial Auditorium are accreted into the secretarial/clerical bargaining unit originally certified in PERB Cases Nos. 120, 227, 276, and 339 and amended in PERB Cases Nos. 1156, 1769, 2158, 2363, 2507, 2616, 2699, 2837, 2933, 2950, 3074, and 3623. The bargaining unit description is amended to read as follows:

INCLUDED: All secretarial/clerical and general office employees of Polk County including non-supervisory deputies in the following offices and departments: Board of Supervisors, Auditor, Elections Office, Treasurer, Sheriff, Recorder, County Attorney, County Manager, Personnel, General Services, Social Services, Health Department, Public Works, Veterans Affairs, Convention Center and Auditorium.

EXCLUDED: Civil Service employees, dispatchers and detention officers in the Sheriff's Office, Stagehands employees in the auditorium, elected officials, department heads, supervisory employees, confidential employees, all persons excluded by section 4 of the Act.

DATED at Des Moines, Iowa, this 7th day of January, 1997.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
Richard R. Ramsey, Chairman

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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POLK COUNTY,	)	
	)	
Public Employer/Petitioner	)	
	)	
and	)	CASE NO. 3623
	)	
AFSCME LOCAL 1868,	)	
	)	
Certified Employee	)	
Organization	)	

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AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act, and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations,

ORDER

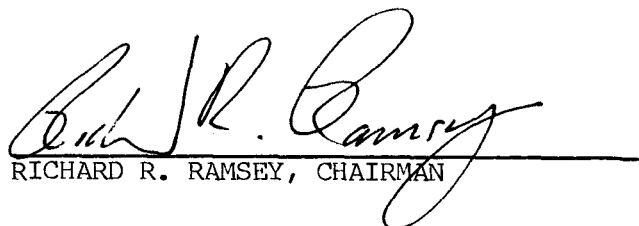
IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 126 and the certification of AFSCME Local 1868, is amended to read as follows:

INCLUDED:

See Attachment

EXCLUDED:

Dated at Des Moines, Iowa this 16th day of February, 1988.



RICHARD R. RAMSEY, CHAIRMAN

ATTACHMENT B

Include: All secretarial, clerical, and general office employees of Polk County, including non supervisory deputies in the following offices and departments: Board of Supervisors, Auditor, Election Office, Treasurer, Sheriff, Recorder, County Attorney, Comptroller, General Services, Physical Planning, Information Services, Youth Services, Social Services, County Engineer, Weed Commission and Veterans Affairs.

Exclude: Civil Service employees in the Sheriff's office, elected officials, department heads, supervisory employees, confidential employees, all persons excluded by Section 4 of the Act including the following listed positions in the following offices and departments:

<u>DEPARTMENT</u>	<u>CLASSIFICATION</u>
<u>AUDITOR</u>	1st Deputy Auditor 2nd Deputy Auditor (5 positions) Central Acctg. Mgr. Tax Dept. Supervisor Elections Manager Accounting Supervisor Property Desc. Tech. Budget Coordinator Secretary
<u>CITIZEN ADVOCATE/ADULT</u>	Administrative Supvr.
<u>COMPTROLLER</u>	Strategic Plan. Coord. Asst. to Dept. Dir. Performance Auditor Secretary
<u>COUNTY ADMINISTRATOR</u>	Senior Executive Asst. Executive Assistant Sec. to Co. Admin. Secretary
<u>COUNTY ATTORNEY</u>	1st. Asst. Co. Atty. Civil 1st Asst. Co. Atty. Asst. Co. Atty. IV (3 positions) Program Manager Asst. to Department Head Administrative Supvr. (2 positions) Planning Specialist
<u>COUNTY ENGINEER</u>	Asst. Co. Engineer (3 positions) Assistant Engineer (3 positions) Highway Supt. (2 positions) Shop Superintendent Engineering Tech. IV Asst. Highway Supt. (6 positions) Weed Commissioner Administrative Supvr.

DEPARTMENT

CLASSIFICATION

COUNTY ENGINEER (con't)

Accountant  
Secretary

GENERAL SERVICES

Bldg. Serv. Manager  
Bldg. & Grds. Supt.  
Purchasing Agent  
Asst. Bldg. & Grd. Supt. (2 positions)  
Maint. Supr. (Eng.)  
Weatherization Coord.  
Maint. Supvr. (Shop) (2 positions)  
Printing Supvr.  
Administrative Supvr.  
Custodial Supvr.

HEALTH DEPARTMENT

Lab Supervisor  
Administrative Supvr.

HEALTH SERVICES

Program Manager

INFORMATION SERVICES

Manager of Tech. Suppt.  
Manager of Systems & Prog.  
Mgr. of Comp. Opr. & D. E.  
Shift Supervisor (3 positions)  
Administrative Supvr.  
Technical Suppt. Spec.  
Data Base Specialist  
Teleprocessing Spec.  
Planning Specialist  
Systems Analyst (7 positions)  
Microsystems Analyst  
Performance Audit Spec.  
Operations Scheduler

PERSONNEL

Labor Relations Manager  
Organ. Dev. Manager  
Employment Manager  
Safety Officer  
Organization Dev. Spec.  
Employment Specialist  
Program Specialist  
Secretary  
Clerk Typist II (2 positions)

PHYSICAL PLANNING

Chief of Planning  
Chief Sanitarian  
Air Pollution Supvr.  
Administrative Supvr.  
Air Pollution Engr.

RECORDER

1st Deputy Recorder  
2nd Deputy (5 positions)

DEPARTMENT

CLASSIFICATION

SHERIFF

Chief Deputy/1st Deputy  
Chief Jailer/1st Deputy  
Chief of Patrol/2nd Deputy  
Chief of Detec./2nd Deputy  
Chief of Plan. & Research  
Chief of Civil  
Chief of Process./2nd Deputy  
Asst. Chief Jailer  
Lieutenant (Jail) (3 positions)  
Lieutenant (3 positions)  
Asst. Chief of Civil  
Sergeant Jail (6 positions)  
Sergeant (6 positions)  
Asst. to Dept. Dir.  
Jail Cook  
Administrative Supvr.  
Identification Tech.  
Jail Assistant  
Secretary  
Accounting Clerk

SOCIAL SERVICES

Asst. Director  
Mgr. of Admin. Serv.  
Mgr. of Victim Serv.  
Program Manager (4 positions)  
Administrative Supvr. (2 positions)  
Elderly Serv. Site Mgr.  
Site Supervisor  
Planning Specialist  
Secretary (2 positions)

TREASURER

Administrative Asst.  
2nd Deputy Treasurer (4 positions)  
Assistant Director  
Administrative Supvr. (5 positions)  
Secretary

YOUTH SERVICES

Facility Coordinator (2 positions)  
Asst. Dir. Admin. Serv.  
Group Wkr. Supvr. (4 positions)  
Secretary

NON DEPARTMENTAL

Legal Stenographer (2 positions)

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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POLK COUNTY,	)	
	)	
Public Employer,	)	
	)	
and	)	CASE NO. 3074
	)	
AFSCME LOCAL 1868,	)	
	)	
Petitioner.	)	

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AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of certification duly filed under Section 13 of the Public Employment Relations Act, and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board a stipulation of amendment of certification.

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 126 and the certification of AFSCME LOCAL 1868, be and hereby is amended to read as follows:

INCLUDED: All secretarial, clerical, and general office employees of Polk County, including nonsupervisory deputies in the following offices and departments: Board of Supervisors, Auditor, Election Office, Treasurer, Clerk of Court, Sheriff, Recorder, County Attorney, Comptroller, General Services, Physical Planning, Offender Advocate, Juvenile Home, County Engineer, Weed Commission, Social Services, Veterans Affairs, Witness/Restitution Coordinator in the County Attorney's Office, Legal Steno II position in Intake and Screening Division of County Attorney's Office, Clerk Steno II, Clerk Typist II, Programmer Analyst II, Programmer Analyst I, Programmer II, Programmer I, Computer Operator II, Computer Operator I, Data Entry Operator positions in the Department of Information Services.

EXCLUDED: Civil Service employees in the Sheriff's Office, Supervisors, all persons excluded by Section 4 of the Act, Property Description Technician in the Auditor's Office, Clerk Steno II position in the Clerk of Court's Office, Budget Coordinator, Performance Analyst, Clerk Steno II, Account Clerk I and Accounting Services



Coordinator positions in the Comptroller's Office, Administrative Analyst III and Legal Steno II in the County Attorney's Office, two Highway Inspectors, Accountant I and Clerk Steno III positions in the County Engineer's Office, Printing Supervisor and Clerk Steno III positions in the Department of General Services, Clerk Steno III position in the Juvenile Home, the personal secretary of the Director of the Department of Physical Planning, Administrative Analyst II, Identification Technician and Clerk Steno III positions in the Sheriff's Office, Administrative Analyst III, Administrative Analyst II, Program Manager in Family Day Care Home Resource Center and Clerk Typist IIs in Personnel Unit of the Department of Social Services, Administrative Clerk, Deputy Treasurer positions in the Treasurer's Office, Manager of Technical Support, Manager of Systems, Manager of Computer Operations and Data Entry, Microsystems Analyst, Technical Support Specialist, Data Base Specialist, Teleprocessing Specialist, Planning Specialist, Systems Analyst II, Systems Analyst I, Shift Supervisors, and Clerk Steno III positions in the Department of Information Services.

DATED at Des Moines, Iowa this 18th day of December, 1985.

  
JAMES A. McCLIMON, BOARD MEMBER

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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POLK COUNTY,	)
	)
PUBLIC EMPLOYER	)
	)
AND	)
	)
AMERICAN FEDERATION OF STATE, COUNTY	)
& MUNICIPAL EMPLOYEES, LOCAL NO. 1868,	)
	)
CERTIFIED EMPLOYEE	)
ORGANIZATION	)
	)
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CASE NOS. 2933 & 2950

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a Petition for Amendment of Bargaining Unit duly filed under Section 13 of the Public Employment Relations Act and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Board a Stipulation of Bargaining Unit.

Said Stipulation having been tentatively approved by the Board and posted in conformance with the Board's Rules and Regulations, and no objections having been filed thereto:

ORDER

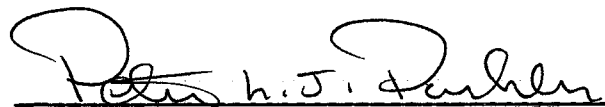
IT IS HEREBY ORDERED that the bargaining unit previously determined in Case Nos. 126, 227, 276, 339, 768, 1052, 1106, 1254, 1443, 1770, 2363, 2507, 2616, 2699 & 2837 be, and hereby are, amended to read as follows:

INCLUDED: All secretarial, clerical, and general office employees of Polk County, including non-supervisory deputies in the following offices and departments: Board of Supervisors, Auditor, Election Office, Treasurer, Clerk of Court, Sheriff, Recorder, County Attorney, Comptroller, General Services, Physical Planning, Offender Advocate, Juvenile Home, County Engineer, Weed Commission, Social Services, Veterans Affairs, Witness/Restitution Coordinator in the County Attorney's Office, Legal Steno II position in Intake and Screening Division of County Attorney's Office, one Clerk Steno II and two Clerk Typist II positions in the Department of Information Services.

EXCLUDED: Civil Service employees in the Sheriff's Office, Supervisors, all persons excluded by Section 4 of the Act, Property Description Technician in the Auditor's Office, Clerk Steno III position in the Clerk of Court's Office, Budget Coordinator, Performance Analyst, Clerk Steno II, Account Clerk I and Accounting Services Coordinator positions in the Comptroller's Office, Administrative Analyst III position in the County Attorney's Office, two Highway Inspectors, Accountant I and Clerk Steno III positions in the County Engineer's Office, Printing Supervisor and Clerk Steno III positions in the Department of General Services, Clerk Steno III position in the Juvenile Home, the personal secretary of the Director of the Department of Physical Planning, Administrative Analyst II, Identification Technician and Clerk Steno III positions in the Sheriff's Office, Administrative Analyst III, Administrative Analyst II, Program Manager in Family Day Care Home Resource Center and Clerk Typist II's in Personnel Unit of the Department of Social Services, Administrative Clerk, Deputy Treasurer positions in the Treasurer's Office, Technical Support Specialist, Data Base Specialist, Teleprocessing Specialist, two (2) Planning Specialists, three (3) Systems Analyst II, three (3) Systems Analyst I, three (3) Programmer Analyst II, three (3) Programmer Analyst I, three (3) Programmer II, six (6) Programmer I, seven (7) Computer Operator II, three (3) Computer Operator I, Clerk Steno III, two (2) Data Entry Operator positions in the Department of Information Services, and Legal Steno II position in the County Attorney's Office.

DATED at Des Moines, Iowa this 16th day of May, 1985.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
PETER L.J. PASHLER, BOARD MEMBER

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

POLK COUNTY,	)	
	)	
PUBLIC EMPLOYER,	)	
	)	
AND	)	CASE NO. 2837
	)	
AFSCME, LOCAL 1868,	)	
	)	
PETITIONER.	)	

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act, and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board a stipulation of bargaining unit.

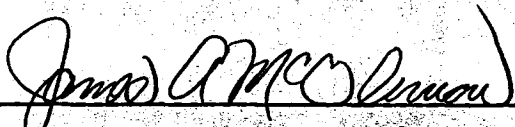
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case Nos. 126, 227, 276, 339, 768, 1052, 1106, 1254, 1443, 1770, 2363, 2507, 2616, 2699 and the certification of AFSCME, Local 1868, be and hereby is amended to read as follows:

INCLUDED: See Attached.

EXCLUDED: See Attached.

DONE by the Public Employment Relations Board this 29th day of January, 1985.

  
 \_\_\_\_\_  
 JAMES A. McCLIMON, BOARD MEMBER

ATTACHMENT B

INCLUDED: All secretarial, clerical, and general office employees of Polk County, including non-supervisory deputies, in the following offices and departments: Board of Supervisors, Auditor, Election Office, Treasurer, Clerk of Court, Sheriff, Recorder, County Attorney, Budget Department, Maintenance Department, Custodial Department, Zoning, Building and Real Estate, Rape Crisis Center, Friend of Court, Offender Advocate, Appellant Attorney, Improved Charge Analysis, Goodwill Liaison, Juvenile Home, County Engineer, Weed Commission, Veterans Affairs, Alcoholic Service Center, Department of Social Services, Medical Examiner, Department of Court Services, Witness/Restitution Coordinator in the County Attorney's Office, and Legal Steno II position in Intake and Screening Division of County Attorney's Office.

EXCLUDED: Professional employees, Civil Service employees in the Sheriff's Office, Supervisors, all persons excluded by Section 4 of the Act, the personal secretary of the Director of the Department of Physical Planning, the Clerk Typist II's in the personnel unit of the Polk County Department of Social Services, the Clerk Steno II position in Staff to the Board of Supervisors Department, the Clerk Steno III position in the Department of General Services, the Administrative Analyst II (Program Manager) in the Family Day Care Home Resource Center in the Department of Social Services, the Clerk Steno III position in the Residential Corrections Facility in the Department of Court Services, Deputy Treasurer positions in the Treasurer's Office.

Jan. 29, 1985

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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POLK COUNTY BOARD OF SUPERVISORS,	)	
	)	
PUBLIC EMPLOYER	)	
	)	
AND	)	
	)	CASE NOS. 2616 & 2699
AMERICAN FEDERATION OF STATE, COUNTY	)	
AND MUNICIPAL EMPLOYEES, LOCAL 1868,	)	
	)	
CERTIFIED EMPLOYEE	)	
ORGANIZATION	)	


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ORDER NUNC PRO TUNC

On April 24, 1984, the Public Employment Relations Board issued an order entitled "Amendment of Bargaining Unit and Certification." That order included in the County's clerical unit, pursuant to the parties' stipulation, the job classification of Witness/Restitution Coordinator in the County Attorney's Office and certain other positions in the Department of Court Services. Through administrative or clerical error, the position of Legal Stenographer II in the County Attorney's Office was inadvertently left out of that agreed upon amendment.

IT IS HEREBY ORDERED that the clerical unit be amended to include the position of Legal Stenographer II - County Attorney's Office.

DATED at Des Moines, Iowa this 2nd day of August, 1984.

  
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PETER L. J. PASHLER, BOARD MEMBER

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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POLK COUNTY BOARD OF SUPERVISORS,	)	
	)	
PUBLIC EMPLOYER	)	
	)	
AND	)	
	)	CASE NOS. 2616 & 2699
AMERICAN FEDERATION OF STATE, COUNTY,	)	
AND MUNICIPAL EMPLOYEES, LOCAL 1868,	)	
	)	
CERTIFIED EMPLOYEE	)	
ORGANIZATION	)	

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AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a Petition for Amendment of Bargaining Unit duly filed under Section 13 of the Public Employment Relations Act and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Board a Stipulation of Bargaining Unit to include certain positions within the Department of Court Services and Witness/Restitution Coordinator in the County Attorney's Office in the previously determined unit.

Said Stipulation having been tentatively approved by the Board and posted in conformance with the Board's Rules and Regulations, and no objections having been filed thereto:

ORDER

IT IS HEREBY ORDERED that the bargaining unit determined in previous Case Nos., be, and hereby is, amended to read as follows:

INCLUDED: All secretarial, clerical, and general office employees of Polk County, including non-supervisory deputies, in the following offices and departments: Board of Supervisors, Auditor, Election Office, Treasurer, Clerk of Court, Sheriff, Recorder, County Attorney, Budget Department, Maintenance Department, Custodial Department, Zoning, Building and Real Estate, Rape Crisis Center, Friend of Court, Offender Advocate, Appellant Attorney, Improved Charge Analysis, Goodwill Liaison, Juvenile Home, County Engineer, Weed Commission, Veterans Affairs, Alcoholic Service Center, Department of Social Services, Medical Examiner, Department of Court Services, and Witness/Restitution Coordinator in the County Attorney's Office.

EXCLUDED: Professional employees, Civil Service employees in the Sheriff's Office, Supervisors, all persons excluded by Section 4 of the Act, the personal secretary of the Director of the Department of Physical Planning, the Clerk-Typist II's in the personnel unit of the Department of Social Services, the Clerk Steno II position in Staff to the Board of Supervisors Department, the Clerk Steno III position in the Department of General Services, the Administrative Analyst II (Program Manager) in the Family Day Care Home Resource Center in the Department of Social Services, the Clerk Steno III position in the Residential Corrections Facility in the Department of Court Services.

DATED at Des Moines, Iowa this 24th day of April, 1984.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
\_\_\_\_\_  
PETER PASHLER, BOARD MEMBER



STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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POLK COUNTY BOARD OF SUPERVISORS,	)	
	)	
PUBLIC EMPLOYER	)	
	)	
AND	)	
	)	CASE NO. 2507
AMERICAN FEDERATION OF STATE, COUNTY,	)	
& MUNICIPAL EMPLOYEES, LOCAL NO. 1868	)	
	)	
CERTIFIED EMPLOYEE	)	
ORGANIZATION	)	

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AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a Petition for Amendment of Bargaining Unit duly filed under Section 13 of the Public Employment Relations Act and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Board a Stipulation of Bargaining Unit to exclude the position of Administrative Analyst II [Program Manager] in the family Day Care Home Resource Center in the Department of Social Services, and the Clerk Steno III in the Residential Corrections Facility in the Department of Court Services, from the previously determined unit.

Said Stipulation having been tentatively approved by the Board and posted in conformance with the Board's Rules and Regulations, and no objections having been filed thereto:

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case Nos. 126, 227, 276, 339, 768, 1052, 1106, 1254, 1443, 1770, & 2363 be, and hereby is, amended to read as follows:

INCLUDED: All secretarial, clerical, and general office employees of Polk County, including non-supervisory deputies, in the following offices and departments: Board of Supervisors, Auditor, Election Office, Treasurer, Clerk of Court, Sheriff, Recorder, County Attorney, Budget Department, Maintenance Department, Custodial Department, Zoning, Building and Real Estate, Rape Crisis Center, Friend of Court, Offender Advocate, Appellate Attorney, Improved Charge Analysis, Goodwill Liaison, Juvenile Home, County Engineer, Weed Commission, Veterans Affairs, Alcoholic Service Center, Department of Social Services, Medical Examiner, and Department of Court Services.

EXCLUDED: Professional employees, Civil Service employees in the Sheriff's Office, supervisors, all persons excluded by Section 4 of the Act, the personal secretary of the Director of the Department of Physical Planning, the Clerk Typist II's in the personnel unit of the Polk County Department of Social Services, the Clerk Steno II position in Staff to the Board of Supervisors Department, the Clerk Steno III position in the Department of General Services, the Administrative Analyst II [Program Manager] in the Family Day Care Home Resource Center in the Department of Social Services, the Clerk Steno III position in the Residential Corrections Facility in the Department of Court Services, and all other county employees.

DATED at Des Moines, Iowa this 21st day of June, 1983.

PUBLIC EMPLOYMENT RELATIONS BOARD

A handwritten signature in cursive script, appearing to read "John Hill", is written over a solid horizontal line. The signature is fluid and stylized, with a large loop at the beginning and end.

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

POLK COUNTY BOARD OF SUPERVISORS, )  
 )  
 Public Employer, )  
 )  
 and )  
 )  
 AMERICAN FEDERATION OF STATE, COUNTY )  
 AND MUNICIPAL WORKERS, LOCAL 1868, )  
 )  
 Certified Employee Organization. )

CASE NO. 2363

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed under §13 of the Public Employment Relations Act and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board a stipulation of bargaining unit removing the job classification of Clerk Steno III from the previously determined bargaining unit.

Said stipulation having been tentatively approved by the Board and posted in conformance with the Board's Rules and Regulations, and no objections having been filed thereto, and the Board having no objections;

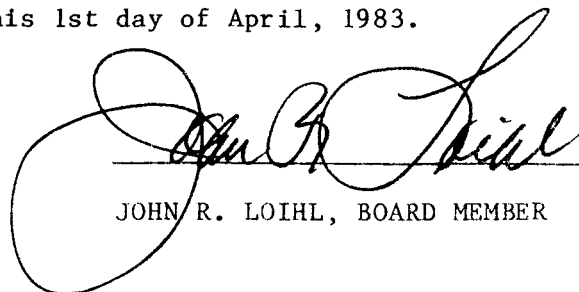
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in case numbers 126, 127, 276, 339 & 2158 and certification of AFSCME Local 1868 in that case be and hereby are amended to read as follows:

INCLUDED: See attached sheet

EXCLUDED: See attached sheet

DONE at Des Moines, Iowa this 1st day of April, 1983.



\_\_\_\_\_  
 JOHN R. LOIHL, BOARD MEMBER

INCLUDED: All secretarial, clerical and general office employees of Polk County, including non-supervisory deputies, in the following offices and departments: Board of Supervisors, Auditor, Election Office, Treasurer, Clerk of Court, Sheriff, Recorder, County Attorney, Budget Department, Maintenance Department, Custodial Department, Zoning, Building and Real Estate, Rape Crisis Center, Friend of the Court, Offender Advocate, Appellant Attorney, Improved Charge Analysis, Goodwill Liaison, Juvenile Home, County Engineer, Weed Commission, Veterans Affairs, Alcoholic Service Center, Department of Social Services, Medical Examiner, and Department of Court Services.

EXCLUDED: Professional employees, Civil Service employees in the Sheriff's Office, supervisors, all persons excluded by Section 4 of the Act, the personal secretary of the Director of the Department of Physical Planning, the Clerk Typist II's in the personnel unit of the Polk County Department of Social Services, the Clerk Steno II position in Staff to the Board of Supervisors Department, the Clerk Steno III position in the Department of General Services, and all other county employees.

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

FILED

APR 8 1982 - 9.30 AM

PUBLIC EMPLOYMENT RELATIONS BOARD

\_\_\_\_\_ )  
 POLK COUNTY BOARD OF SUPERVISORS, )  
 )  
 PUBLIC EMPLOYER, )  
 )  
 AND )  
 )  
 AMERICAN FEDERATION OF STATE, COUNTY )  
 & MUNICIPAL EMPLOYEES, LOCAL 1868, )  
 )  
 EMPLOYEE ORGANIZATION. )  
 \_\_\_\_\_ )

CASE NO. 2158

AMENDMENT OF CERTIFICATION

Upon a petition for amendment of certification duly filed under §13 of the Public Employment Relations Act and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board stipulation of bargaining unit excluding the job classifications of Clerk Steno II in the Board of Supervisor's Office from the previously determined bargaining unit.

Said stipulation having been tentatively approved by the Board and the Board having no objections;

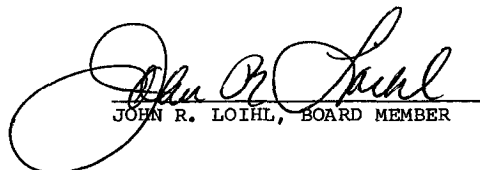
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in case number 339 and the certification of the American Federation of State, County and Municipal Employees, Local 1868, in that case be and hereby is amended to read as follows:

INCLUDED: All secretarial, clerical and general office employees of Polk County, including non-supervisory deputies, in the following offices and departments: Board of Supervisors, Auditor, Election Office, Treasurer, Clerk of Court, Sheriff, Recorder, County Attorney, Budget Department, Maintenance Department, Custodial Department, Zoning, Building and Real Estate, Rape Crisis Center, Friend of the Court, Offender Advocate, Appellant Attorney, Improved Charge Analysis, Goodwill Liaison, Juvenile Home, County Engineer, Weed Commission, Veterans Affairs, Alcoholic Service Center, Department of Social Services, Medical Examiner, and Department of Court Services.

EXCLUDED: Professional employees, Civil Service employees in the Sheriff's Office, Supervisors, all persons excluded by Section 4 of the Act, the personal secretary of the Director of the Department of Physical Planning, the Clerk Typist II's in the personnel unit of the Polk County Department of Social Services, the Clerk Steno II position in Staff to the Board of Supervisors Department, and all other county employees.

DONE by the Public Employment Relations Board this 8th day of April, 1982.

  
 JOHN R. LOIHL, BOARD MEMBER

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
POLK COUNTY BOARD OF SUPERVISORS,	)	
	)	
PUBLIC EMPLOYER	)	CASE NO. 1769
AND	)	
AMERICAN FEDERATION OF STATE, COUNTY	)	[Amending Case Nos. 126, 227,
& MUNICIPAL EMPLOYEES, LOCAL NO.	)	276, 339, and 1156]
1868 (AFSCME),	)	
	)	
CERTIFIED EMPLOYEE	)	
ORGANIZATION	)	

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for Amendment of Bargaining Unit duly filed under Section 13 of the Public Employment Relations Act and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board a stipulation of bargaining unit deleting the job classification Clerk Typist II [in the Personnel office of Social Services] from the previously determined bargaining unit.

Said stipulation having been tentatively approved by the Board and posted in conformance with the Board's Rules and Regulations, and no objections having been filed thereto, and the Board having no objections;

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case Nos. 126, 227, 276, 339 and 1156, and the certification of AFSCME Local 1868 in those cases be, and hereby are amended to read as follows:

INCLUDED: All secretarial, clerical and general office employees of Polk County, including non-supervisory deputies, in the following offices and departments: board of supervisors, auditor, election office, treasurer, clerk of court, sheriff, recorder, county attorney, budget department, maintenance department, custodial department, zoning, building and real estate, rape crisis center, friend of the court, offender advocate, appellant attorney, improved charge analysis, goodwill liaison, juvenile home, county engineer, weed commission, veterans affairs, alcoholic service center, department of social services, medical examiner and department of court services.

EXCLUDED: Professional employees, Civil Service employees in the Sheriff's Office, supervisors, all persons excluded by Section 4 of the Act, the personal secretary of the Director of the Department of Physical Planning, the Clerk Typist II's in the personnel unit of the Polk County Department of Social Services, and all other county employees.

DATED at Des Moines, Iowa this 3rd day of December, 1980.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
PETER L.J. PASHLER/BOARD MEMBER

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
POLK COUNTY BOARD OF SUPERVISORS,	)	
Public Employer	)	
AND	)	CASE NO. 1156
AFSCME LOCAL 1868,	)	
Certified Employee Organization	)	ORDER

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board a stipulation of bargaining unit excluding the job classification personal secretary to the Director of the Department of Physical Planning from the previously determined bargaining unit.

Said stipulation having been tentatively approved by the Board and posted in conformance with the Board's Rules and Regulations, and no objections having been filed thereto, and the Board having no objections;

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in case numbers 120 et al and the certification of AFSCME Local 1868 in those cases be and hereby are amended to read as follows:

INCLUDED: (See attached sheet)

EXCLUDED: (See attached sheet)

DATED in Des Moines, Iowa, this 16th day of January, 1978.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
 \_\_\_\_\_  
 JOHN R. LOTH, BOARD MEMBER



INCLUDED: All secretarial, clerical and general office employees of Polk County, including non-supervisory deputies, in the following offices and departments: board of supervisors, auditor, election office, treasurer, clerk of court, sheriff, recorder, county attorney, budget department, maintenance department, custodial department, zoning, building and real estate, rape crisis center, friend of the court, offender advocate, appellant attorney, improved charge analysis, goodwill liaison, juvenile home, county engineer, weed commission, veterans affairs, alcoholic service center, department of social services, medial examiner and department of court services.

EXCLUDED: Professional employees, Civil Service employees in the Sheriff's Office, supervisors, all persons excluded by Section 4 of the Act, the personal secretary of the Director of the Department of Physical Planning, and all other County employees.

BEFORE THE PUBLIC EMPLOYMENT REATIONS BOARD

\_\_\_\_\_ )  
 IN THE MATTER OF: )  
 POLK COUNTY BOARD OF SUPERVISORS )  
           Public Employer )  
 AND )  
 AFSCME LOCAL 1868 )  
           Petitioner )  
 \_\_\_\_\_ )

CASE NOS. 120 et al.  
 (As amended by Case #1156)

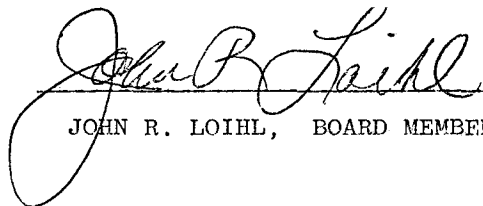
AMENDMENT TO ORDER OF CERTIFICATION

Pursuant to the Decision and Order of the Public Employment Relations Board in Case No. 1156 the bargaining unit description in the Order of Certification issued in the above captioned matter is hereby amended to read as follows:

INCLUDED: (See attached Sheet)

EXCLUDED: (See attached Sheet)

DONE by the Public Employment Relations Board in Des Moines, Iowa, this 16th day of January, 1978.

  
 \_\_\_\_\_  
 JOHN R. LOIHL, BOARD MEMBER

INCLUDED: All secretarial, clerical and general office employees of Polk County, including non-supervisory deputies, in the following offices and departments: board of supervisors, auditor, election office, treasurer, clerk of court, sheriff, recorder, county attorney, budget department, maintenance department, custodial department, zoning, building and real estate, rape crisis center, friend of the court, offender advocate, appellant attorney, improved charge analysis, goodwill liaison, juvenile home, county engineer, weed commission, veterans affairs, alcoholic service center, department of social services, medial examiner and department of court services.

EXCLUDED: Professional employees, Civil Service employees in the Sheriff's Office, supervisors, all persons excluded by Section 4 of the Act, the personal secretary of the Director of the Department of Physical Planning, and all other County employees.

STATE OF IOWA  
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

POLK COUNTY BOARD OF SUPERVISORS,  
PUBLIC EMPLOYER

AND

AFSCME (AMERICAN FEDERATION OF STATE,  
COUNTY & MUNICIPAL EMPLOYEES), AFL-CIO,  
LOCAL #1868,  
PETITIONER

Case No. 656

ORDER OF CERTIFICATION

Now on this 5th day of May, 1976, the Board being advised that an election was conducted on April 20 & 21, 1976, pursuant to order of the Public Employment Relations Board and that AFSCME (American Federation of State, County & Municipal Employees), AFL-CIO, Local #1868, an employee organization, received an affirmative vote of a majority of employees in the bargaining unit, and the Board having further found that the aforesaid employee organization has fully complied with all regulations of the Public Employment Relations Act and the rules and regulations thereunder,

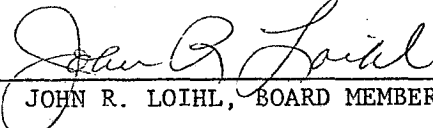
IT IS HEREBY ORDERED BY THE BOARD that AFSCME (American Federation of State, County & Municipal Employees), AFL-CIO, Local #1868, should be and hereby is designated and certified by this Board to be the exclusive bargaining representative for the employees of Polk County Board of Supervisors, a public employer, in the following bargaining unit:

**INCLUDED:** All secretarial, clerical and general office employees of Polk County, including non-supervisory deputies, in the following offices and departments: board of supervisors, auditor, election office, treasurer, clerk of court, sheriff, recorder, county attorney, budget department, maintenance department, custodial department, zoning, building and real estate, rape crisis center, friend of the court, offender advocate, appellant attorney, improved charge analysis, goodwill liason, juvenile home, county engineer, weed commission, veterans affairs, alcoholic service center, department of social services, medical examiner and department of court services.

**EXCLUDED:** Professional employees, civil service employees in the sheriff's office, supervisors, all persons excluded by Section 4 of the Act, and all other county employees.

DONE by the Public Employment Relations Board

By

  
JOHN R. LOIHL, BOARD MEMBER

STATE OF IOWA  
BEFORE THE  
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:  
POLK COUNTY BOARD OF SUPERVISORS,  
PUBLIC EMPLOYER

AND

INTERNATIONAL BROTHERHOOD OF  
PAINTERS & ALLIED TRADES, AFL-CIO,  
LOCAL NO. 246,  
PETITIONER

AND

AMERICAN FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES, AFL-CIO,  
PETITIONER

AND

INTERNATIONAL UNION OF OPERATING  
ENGINEERS, AFL-CIO, LOCAL NO. 234,  
PETITIONER

AND

OVER THE ROAD, CITY TRANSFER DRIVERS,  
HELPERS, DOCKMEN AND WAREHOUSEMEN,  
LOCAL UNION NO. 147,  
PETITIONER/INTERVENOR

CASE NOS. 120  
227  
276  
339

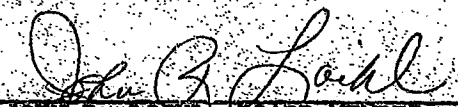
ERRATUM

Now on this 10th day of December, 1975, the Board having  
found a scrivener's error in its Decision and Order dated  
November 24, 1975,

IT IS HEREBY ORDERED that said Decision and Order is  
amended by striking from the caption "Case No. 126" and substi-  
tuting "Case No. 120."

DONE by the Board this 10th day of December, 1975.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
JOHN R. LOEHL, BOARD MEMBER

NOV 24 1975 -10 30 AM

PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA  
 BEFORE THE  
 PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF: )  
 )  
 POLK COUNTY BOARD OF SUPERVISORS, )  
 PUBLIC EMPLOYER )  
 )  
 AND )  
 )  
 INTERNATIONAL BROTHERHOOD OF )  
 PAINTERS & ALLIED TRADES, AFL-CIO )  
 LOCAL NO. 246, )  
 PETITIONER )  
 )  
 AND )  
 )  
 AMERICAN FEDERATION OF STATE, COUNTY )  
 AND MUNICIPAL EMPLOYEES, AFL-CIO, )  
 PETITIONER )  
 )  
 AND )  
 )  
 INTERNATIONAL UNION OF OPERATING )  
 ENGINEERS, AFL-CIO, LOCAL NO. 234 )  
 PETITIONER )  
 )  
 AND )  
 )  
 OVER THE ROAD, CITY TRANSFER DRIVERS, )  
 HELPERS, DOCKMEN AND WAREHOUSEMEN, )  
 LOCAL UNION NO. 147, )  
 PETITIONER/INTERVENOR )

CASE NOS. 120  
 227  
 276  
 339

DECISION AND ORDER

Upon petitions duly filed under Sections 13 and 14 of the Public Employment Relations Act (hereinafter called the Act), a hearing was held before the Public Employment Relations Board (hereinafter called the Board), Members Cook and Loihl, on April 28, May 6, May 7, May 8, May 15, May 16 and May 22, 1975. Prior to the close of the hearing, the Board requested that the parties submit certain additional information; that information was received, in part, by the Board on October 24, 1975. At

hearing, the Employer appeared by Polk County Attorney Ray A. Fenton; International Brotherhood of Painters and Allied Trades, Local Union No. 246 (hereinafter called the Painters) appeared by James E. Brick; American Federation of State, County and Municipal Employees (hereinafter called AFSCME) appeared by Arthur C. Hedberg, Jr.; International Union of Operating Engineers, Local Union No. 234 (hereinafter called Operating Engineers) and Over the Road, City Transfer Drivers, Helpers, Dockmen and Warehousemen, Local Union No. 147 (hereinafter called the Teamsters) appeared by Robert E. Conley.

#### Statement of the Case

Although the original petitions in this matter involved, in substance, only three groups of employees (a unit of courthouse employees sought by the Painters and AFSCME; a unit of secondary roads employees sought by the Operating Engineers; and a unit of sheriff's employees sought by the Teamsters), due to the position of the Employer that all employees of Polk County should comprise a single bargaining unit, this case involves, for purposes of unit determination, the unit placement of all employees of Polk County. Subservient to that primary issue, the unit structure for employees of Polk County, are a large number of important secondary issues, including the supervisory status of various county employees, whether certain employees are outside the coverage of the Act as employees of the courts or another exclusion under Section 4 of the Act, and whether certain employees are employees of Polk County or some other political subdivision. For purposes of maximum possible clarity, the decision below addresses all issues, save the ultimate unit determinations, on a department-by-department basis.

#### Findings of Fact

The various offices and departments of Polk County are housed in many and various locations throughout Des Moines, Polk County and, in some cases, beyond the physical limits of

them in that unit. Consistent, however, with our reluctance, as stated above, to fragment employees with the same job classifications into different bargaining units, we shall exclude from this unit clerical and secretarial employees, and place them into the occupational bargaining unit for that group. Black Hawk County, supra.

In view of all of the foregoing, we find that the following units are appropriate for purposes of collective bargaining:

1. All secretarial, clerical and general office employees of Polk County, including non-supervisory deputies, in the following offices and departments: board of supervisors, auditor, election office, treasurer, clerk of court, sheriff, recorder, county attorney, budget department, maintenance department, custodial department, zoning, building and real estate, rape crisis center, friend of the court, offender advocate, appellant attorney, improved charge analysis, goodwill liaison, juvenile home, county engineer, weed commission, veterans affairs, alcoholic service center, department of social services, medical examiner and department of court services; but excluding professional employees, civil service employees in the sheriff's office, supervisors, all persons excluded by Section 4 of the Act, and all other county employees.
2. All maintenance, custodial, and other support services employees of Polk County; but excluding professional employees, clerical employees, civil service employees in the sheriff's office, supervisors, all persons excluded by Section 4 of the Act, and all other county employees.
3. All professional and para-professional employees of Polk County; but excluding civil service employees in the sheriff's office, supervisors, all persons excluded by Section 4 of the Act, and all other county employees.
4. All employees of the sheriff's office of Polk County; but excluding division directors, chief bailiff of the associate district court, captains, the confidential secretary to the sheriff, all clerical employees, and all other county employees.



5. All secondary roads employees of Polk County, including maintenance mechanics, highway equipment operators, maintenance laborers, and public works foremen; but excluding office clerical employees, supervisors, all persons excluded by Section 4 of the Act, and all other county employees.

Petitions for representative determination (election petitions) have not been filed for the employees in Unit No. 2 or Unit No. 3 above. Further, although such petitions are on file for the employees of Unit No. 1 and Unit No. 5, due to the determination above of units different than those requested by the Petitioners, election orders are withheld pending further investigation of the sufficiency of the interest showings previously submitted. To facilitate such investigation, however, and pursuant to Rule 5.1(2), the Employer is directed, as set forth below, to submit to the Board the necessary eligibility lists. Should further evidence of interest be necessary to fulfill the requirement of Section 14(2) (b) of the Act, Rule 4.4(4) shall apply. With respect to Unit No. 4, an election is directed.

#### ORDER


IT IS HEREBY ORDERED that an election be conducted in Unit No. 4 above, under the supervision and direction of the Public Relations Board, at a time and place to be determined by the Board. Eligible to vote are all employees in the above described Unit No. 4 who were employed during the payroll period immediately preceding the date below and who are also employed in the bargaining unit on the date of the election.

IT IS FURTHER ORDERED that the public employer in this case submit to the Board within seven days alphabetical lists of the names, addresses and job classifications of all the eligible voters in Unit Nos. 1, 4 and 5 as set forth above.

DATED at Des Moines, Iowa this 24th day of November, 1975.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
VERNON C. COOK, BOARD MEMBER

  
JOHN R. LOIHL, BOARD MEMBER