The Board of Regents (BOR), State of Iowa and the American Federation of State, County and Municipal Employees (AFSCME) Iowa Council 61 enter into the following Letter of Agreement (LOA) to replace the classifications of Electrician, Environmental Systems Mechanic, and Sheet Metal Mechanic and put into effect the following new classifications:

- Electrician I
- Electrician II
- Electrician III
- Environmental Systems Mechanic I
- Environmental Systems Mechanic II
- Environmental Systems Mechanic III
- Sheet Metal Mechanic I
- Sheet Metal Mechanic II

Based upon the letter sent by the BOR to AFSCME on May 14, 2014, (See Attachment A) and subsequent discussions, the parties agree to the following:

1. The new classifications listed above will become effective upon the execution of this LOA.

2. All terms and conditions for the new classifications as set forth in the BOR letter of May 14, 2014, including but not limited to pay grades, minimum eligibility requirements, characteristic duties & responsibilities, knowledge, skills, and abilities, shall apply.

3. Employees who are in the Electrician classification will be retitled to Electrician I, remain in Pay Grade 10, and retain the same rate of pay.

4. Employees who are in the Environmental Systems Mechanic classification will be retitled to Environmental Systems Mechanic II, remain in Pay Grade 12, and retain the same rate of pay.

5. Employees who are in the Sheet Metal Mechanic classification will be retitled to Sheet Metal Mechanic I, remain in Pay Grade 10, and retain the same rate of pay.
6. Employees, or their supervisor, who are in the current classifications of Electrician, Environmental Systems Mechanic, and Sheet Metal Mechanic may request a position classification review per Iowa Administrative Code (IAC) 681-3.127 to determine their classification within the new classification series.

7. All materials, including any additional information provided by the employee and the recommendation from the department head, regarding requests for a position classification review referenced in Paragraph #6 must be submitted to the resident director by no later than October 27, 2014.

8. All requested position classification reviews shall be completed by no later than December 9, 2014.

9. An employee who is not satisfied with the outcome of the requested position classification review may appeal pursuant to IAC 681-3.127.

10. Employees reclassified to a classification with a higher pay grade than what is set forth in Paragraphs 3-5 will have their pay set in accordance with IAC 681—3.39(18) and 3.39(3).

11. All decisions from the requested position classification reviews will be retroactive to July 1, 2014, with pay adjustments, made in one lump sum less applicable withholdings, for those resulting in a higher pay grade for employees.

12. Any and all requests for position classification reviews subsequent to October 27, 2014, that result in a reclassification to a higher pay grade for an employee shall not be retroactive to July 1, 2014.

13. This Agreement was negotiated in good faith between the parties. The terms of this Agreement are specific to the facts involved and neither party shall rely on or cite the same as precedent in any collective bargaining negotiation, grievance, arbitration, litigation or other proceeding in the future except for enforcement of this Agreement.

IN WITNESS HEREOF, the parties have caused their duly authorized representatives to execute this Letter of Agreement to be effective as of the Effective Date.

Agreed on this ____ day of September 2014

[Signatures]

Thomas Evans
General Counsel
Board of Regents, State of Iowa

[Signatures]

Danny Homan
President
AFSCME Iowa Council 61