

**8A.412 Merit system — applicability — exceptions.**

The merit system shall apply to all employees of the state and to all positions in state government now existing or hereafter established. In addition, the director shall negotiate an agreement with the director of the department for the blind concerning the applicability of the merit system to the professional employees of the department for the blind. However, the merit system shall not apply to the following:

1. The general assembly, employees of the general assembly, other officers elected by popular vote, and persons appointed to fill vacancies in elective offices.
2. All judicial officers and court employees.
3. The staff of the governor.
4. All board members and commissioners whose appointments are provided for by the Code.
5. All presidents, deans, directors, teachers, professional and scientific personnel, and student employees under the jurisdiction of the state board of regents. The state board of regents shall adopt rules not inconsistent with the objectives of [this subchapter](#) for all of its employees not cited specifically in [this subsection](#). The rules are subject to approval by the director. If at any time the director determines that the state board of regents merit system rules do not comply with the intent of [this subchapter](#), the director may direct the board to correct the rules. The rules of the board are not in compliance until the corrections are made.
6. All appointments which are by law made by the governor.
7. All personnel of the armed services under state jurisdiction.
8. Persons who are paid a fee on a contract-for-services basis.
9. Seasonal employees appointed during a state agency's designated six-month seasonal employment period during the same annual twelve-month period, as approved by the director.
10. Residents, patients, or inmates working in state institutions, or persons on parole working in work experience programs.
11. Professional employees under the supervision of the attorney general, the state public defender, the secretary of state, the auditor of state, the treasurer of state, and the public employment relations board.
12. Production and engineering personnel under the jurisdiction of the Iowa public broadcasting board.
13. Members of the state patrol and other peace officers employed by the department of public safety. The commissioner of public safety shall adopt rules not inconsistent with the objectives of [this subchapter](#) for the persons described in [this subsection](#).
14. The chief deputy administrative officer and each division administrator of each state agency not otherwise specifically provided for in [this section](#), and physicians not otherwise specifically provided for in [this section](#). As used in [this subsection](#), "division administrator" means a principal administrative or policymaking position designated by a chief administrative officer and approved by the director or as specified by law.
15. All confidential employees.
16. Other employees specifically exempted by law.
17. The superintendent and deputy superintendent of the credit union division of the department of insurance and financial services, all members of the credit union review board, and all employees of the credit union division.
18. The superintendent of the banking division of the department of insurance and financial services, all members of the state banking council, and all employees of the banking division.
19. Chief deputy industrial commissioners.
20. The appointee serving as the coordinator of the office of renewable fuels and coproducts, as provided in [section 159A.3](#).
21. All employees of the Iowa state fair authority.
22. Up to six nonprofessional employees designated at the discretion of each statewide elected official.
23. The position classifications of employees of statewide elected officials that were exempt from the merit system as of June 30, 1994, shall remain exempt and any employees

subsequently hired to fill any exempt position vacancies shall be classified as exempt employees.

2003 Acts, ch 145, §60; 2004 Acts, ch 1101, §9; 2004 Acts, ch 1141, §1; 2005 Acts, ch 35, §31; 2006 Acts, ch 1177, §31; 2009 Acts, ch 57, §2; 2016 Acts, ch 1059, §1; 2023 Acts, ch 19, §1721, 2046, 2073, 2076, 2705

Referred to in §42.1, 68B.32, 123.9, 505.4, 507.4, 507.5

Equal opportunity and special appointments, §19B.2

See Code editor's note on simple harmonization at the beginning of this Code volume

Subsection 11 amended

Subsection 14 stricken and former subsections 15 – 17 renumbered as 14 – 16

Former subsections 18 and 19 amended and renumbered as 17 and 18

Former subsections 20 – 24 renumbered as 19 – 23