

8A.411 Merit system established — collective bargaining — applicability.

1. The general purpose of this [subchapter](#) is to establish for the state of Iowa a system of human resource administration based on merit principles and scientific methods to govern the appointment, compensation, promotion, welfare, development, transfer, layoff, removal, and discipline of its civil employees, and other incidents of state employment.

2. It is also the purpose of [this subchapter](#) to promote the coordination of personnel rules and policies with collective bargaining agreements negotiated under [chapter 20](#).

3. All appointments and promotions to positions covered by the state merit system shall be made solely on the basis of merit and fitness, to be ascertained by examinations or other appropriate screening methods, except as otherwise specified in [this subchapter](#).

4. Provisions of [this subchapter](#) pertaining to qualifications, examination, certification, probation, and just cause apply only to employees covered by the merit system.

[2003 Acts, ch 145, §59](#)