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. However, employees of the consumer advocate division
of the department of justice, other than the consumer advocate, and administrative law
judges appointed or employed by the public employment relations board are subject to the
merit system.
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. Professional employees of the arts division of the department of cultural affairs.
15. 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.
16. All confidential employees.
17. Other employees specifically exempted by law.
18. The administrator and the deputy administrator of the credit union division of the
department of commerce, all members of the credit union review board, and all employees
of the credit union division.
19. The superintendent of the banking division of the department of commerce, all
members of the state banking council, and all employees of the banking division except for
employees of the professional licensing and regulation bureau of the division.
20. Chief deputy industrial commissioners.
21. The appointee serving as the coordinator of the office of renewable fuels and
coproducts, as provided in section 159A.3.
22. All employees of the Iowa state fair authority.
23. Up to six nonprofessional employees designated at the discretion of each statewide elected official.

24. 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.


Referred to in §42.1, 68B.32, 123.9, 475A.3, 505.4, 507.4, 507.5

Equal opportunity and special appointments; §19B.2