

**IOWA PUBLIC  
EMPLOYMENT  
RELATIONS  
BOARD**

**ANNUAL SUMMARY  
2023-2024**

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# IOWA PUBLIC EMPLOYMENT RELATIONS BOARD

Board Members:      Matthew Oetker- Chair  
                                 Catherine Lucas- Member

Executive Director:   Cheryl Arnold

Staff Members:       Allison Steuterman- Part-time Legal Council  
                                 Marilyn Kennedy- Full-time Paralegal  
                                 Jodi Hofer- Clerk Specialist

## **Mission**

*To promote harmonious and cooperative relationships between government and its employees without disruption of public services, via expert and timely services of a neutral labor relations agency.*

## **A partial list of duties and services of PERB include:**

- Determine appropriate bargaining units and conducting representation elections
- Conducting Spring and Fall recertification elections
- Adjudicating Prohibited Practice Complaints and fashioning remedial relief for violations
- Adjudicating Negotiability disputes
- Adjudicating Grievance Appeals of the State of Iowa merit system employees
- Preparing legal briefs and presenting Oral Arguments in District and Supreme Court in cases affecting the Board.
- Maintaining and monitoring the registration and annual reporting of Certified Employee Organizations.
- Administrating the agency according to relevant Rules, regulations, laws and principles of efficient public administration
- Providing Mediations and Arbitrators to resolve collective bargaining impasses.

## **PERB AND DIAL SUMMARY**

**PERB has made the push/change to become more of an appellate body, sending the majority of incoming cases to DIAL initially, leaving PERB to hear cases on appeal.**

**We have filed 2 decisions - one reversing the ALJ and one upholding.**

**Currently there are 9 cases before the Board on appeal from DIAL (8 have been briefed and heard and are pending decision (of these 8, 1 was carried over from the previous Board), 1 remains to be briefed/have arguments.**

**There are 3 cases before the Board as the finder of fact (not appeal) (1 of these was heard by the previous Board and requires a decision, 2 are newly before the current Board)**

**There are currently 2 cases on appeal to the District Court/Court of Appeals.**

**Total, the current Board has heard/received briefing on 12 cases and filed 3 decisions since the beginning of the new Board's term 2023.- we have one filed and two are final being finalized for filing.**

**PERB has implemented the new SuPERB software for filing and elections as well as the new rules regarding recertification elections. The Board has also held show cause hearings and hearings regarding election issues and rendered numerous orders regarding same. A public meeting/work group was held to discuss concerns/changes with SuPERB and the election process.**

**PERB will be amending the Rules for 621 Chapters 4 and 5 in 2024.**

## CASES TO DIAL

Since October 2022, PERB has transmitted 101 contested case hearings to the DIAL Administrative Hearings Division.

5 DIAL ALJ's are assigned to the PERB docket along with their other case assignments.

During the time period of October 2022 through and including January 2024, a DIAL ALJ was assigned on average 871 cases.

Since October of 2022, DIAL has completed 82 transmitted PERB cases and currently has 19 open cases.

The 4 oldest open PERB cases at DIAL were transmitted on 10/4/2022, 4/11/2023, 5/23/2023, and 6/27/2023. The other 15 open cases were transmitted between 11/1/2023 through 1/26/2023.

Since October of 2022, the average age of a case from date of transmittal to date closed is 140 days.

Since October of 2022, the average number of days from hearing or final submission of post-hearing briefs to decision is 8.91 days. The number of days to write a decision has decreased dramatically over the past year and a half due to the ALJ's becoming more familiar with case law and precedent.

Since October of 2022 and out of the 82 closed cases, 7 appeals were made from the DIAL ALJ proposed decisions to PERB. One was affirmed, one was withdrawn, and 5 remain pending. No appeals to the district court have been made of a DIAL ALJ's decision.

Since October of 2022, DIAL has billed PERB \$133,392.00 for 1,344 hours of work.

From 10/1/2022 through 6/30/2023 DIAL billed PERB \$89,548.31 for 902.25 hours of work.

From 7/1/2023 through 1/27/2024 DIAL billed PERB \$43,843.69 for 441.75 hours of work.

The total average cost billed per case is \$1,320.75.

# ELECTION INFORMATION

ELECTION INFORMATION										
Election year	No employee list provided	Recertification by eligible voters	Decertification by eligible voters	Revocation of BU- failed to pay election fees	Notices of intent	Objections				
2020	131	138	14	14	544					
2021	143	236	16	10	431					
2022	126	162	14	16	405					
2023	65	173	14	9	330	2				

## BUDGET REVIEW

### Budget Review

Date:	January 6, 2024	
Appropriation	<b>\$1,290,230.00</b>	-
T & T	<b>\$202,182.00</b>	-
Total Budget	<b>\$1,492,412.00</b>	

### 2024 Financial Review

#### Cash Balance Review

Unit		Current Cash Balance
1000- General Fund		\$1,052,966
TT03 - Training & Tech		\$127,495
EF01 - Election Fund		(\$20,666)
		<b>\$1,159,795</b>

Unit	Projected FYE Cash Balance
1000 - General Fund	\$778,622
TT03 - Training & Tech	0
EF01 - Election Fund	-
	<b>\$778,622</b>

BUDGET SUMMARY																								
Sub Unit	Blank																		Percent of Year Complete				0.00%	
Approp:	Q81	Public Employment Relations Board																						
Obj/Rev Class	Obj/Rev Class Name		JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	HO13	HO14	HO15	YTD	End of Year Forecast	Annual Budget	Percent of Budget	Percent of Budget		
			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Actual	(C=A+B)	(D)	To Date	Forecast ed EOY		
	Appropriation		1,290,230																	1,290,230				
	Deappropriation																							
	BBF																							
Revenue Collected																								
234	Gov Transfer In Other Agencies															-	-	-	-	-	0%	0%		
401	Fees, Licenses & Permits		150	467	1,883	-	1,350	150	-	667	667	667	667	667	667	-	-	-	8,000	8,000	0%	100%		
501	Refunds & Reimbursements															-	-	-	-	-	0%			
701	Unearned Receipts															-	-	-	-	-	0%	0%		
Total Revenues:			150	467	1,883	-	1,350	150	-	667	667	667	667	667	667	-	-	-	8,000	1,298,230	0%	1%		
Expenditures																								
101	Personal Services		17,262	26,633	18,705	44,168	25,238	21,957	24,547	25,238	25,238	44,168	25,238	25,238	7,571	-	-	-	331,200	381,304	0%	87%		
202	In State Travel		0	0						-						-	-	-	-	1,000	0%	0%		
205	Out of State Travel		0	0						-						-	-	-	-	2,500	0%	0%		
301	Office Supplies		657	736	847	908	758	803	758	785	785	785	785	785	785	-	-	-	10,178	8,000	0%	127%		
309	Printing & Binding		0	0	-	-	-									-	-	-	-	100	0%	0%		
313	Postage		0	21	33	16	27	16	71	22	22	22	22	22	22	-	-	-	315	2,000	0%	16%		
401	Communications		154	266	378	154	806	266	266	266	266	266	266	266	112	-	-	-	3,736	6,000	0%	62%		
405	Prof & Scientific Services															-	-	-	-	-	0%	0%		
406	Outside Services		0	1,956	757	-	-	624	6,310	477	477	477	477	477	477	-	-	-	12,506	136,026	0%	9%		
409	Outside Repairs/Service		111	111	-	-	111	111	111	111	111	111	111	111	-	-	-	-	1,111	800	0%	139%		
414	Reimbursements To Other Agency		0	4,472	5,069	4,479	4,119	4,068	4,181	4,398	4,398	4,398	4,398	4,398	4,398	-	-	-	52,776	60,000	0%	88%		
416	ITD Reimbursements		0	6,749	1,019	1,011	998	1,015	986	1,009	1,009	1,009	1,009	1,009	1,009	-	-	-	17,832	30,000	0%	59%		
418	IT Outside Services		17,745	5,501	750	697	660	780	(17,741)	716	716	716	716	716	716	-	-	-	12,687	495,000	0%	3%		
434	Gov Transfer Other Agencies		0	0		-	17,542		21,091	-	-	19,317	-	-	19,317	-	-	-	77,267	160,000	0%	48%		
503	Equipment-Non Inventory		0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,500	0%	0%		
510	IT Equipment & Software		0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13,000	0%	0%		
Total Expenditures:			35,929	46,445	27,558	51,433	50,260	29,640	40,581	33,022	33,022	71,269	33,022	33,022	34,407	-	-	-	519,609	1,298,230	0%	40%		
Current Month Operations			(35,779)	(45,978)	(25,675)	(51,433)	(48,910)	(29,490)	(40,581)	(32,355)	(32,355)	(70,602)	(32,355)	(32,356)	(33,740)	-	-							
Cash Balance			1,254,451	1,208,473	1,182,799	1,131,366	1,082,456	1,052,966	1,012,385	980,030	947,675	877,072	844,717	812,362	778,622	778,622	778,622							



T&T																					
Fund:	0001	General Fund							FY2024												
	TT03		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	EDas Customer Number: 68			
Sub Unit	Blank																	Percent of Year Complete			50.00%
Appropriation	Q81	Training & Technology																			
Obj/Rev Class	Obj/Rev Class Name	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	HO13	HO14	HO15	YTD	End of Year Forecast	Annual Budget	Percent of Budget	Percent of Budget
		Actual	Actual	Actual	Actual	Actual	Actual	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Actual	(C=A+B)	(D)	To Date	Forecast ed EOY
	Appropriation	202,182																			
							T&T														
Revenue Collected																					
401	Fees, Licenses & Pe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	175,000	0%	0%
Total Revenue Collected:		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	175,000	0%	0%
Expenditures																					
301	Office Supplies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	0%
416	ITD Reimbursement	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	0%
418	IT Outside Services	-	-	17,063	5,125	1,688	50,813	18,625		-	88,192	-	-	-	-	20,678	74,688	202,182	175,000		
503	Equipment-Non Inve	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	0%
510	IT Equipment & Soft	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	0%
Total Expenditures:		-	-	17,063	5,125	1,688	50,813	18,625	-	-	88,192	-	-	-	-	20,678	74,688	202,182	175,000	43%	116%
Current Month Operations		-	-	(17,063)	(5,125)	(1,688)	(50,813)	(18,625)	-	-	(88,192)	-	-	-	-	(20,678)					
Cash Balance		202,182	202,182	185,120	179,995	178,307	127,495	108,870	108,870	108,870	20,678	20,678	20,678	20,678	20,678	0					

FOOTNOTES

Expenditures

- 418 A portion of SuPERB system costs will be paid to Quality Consulting (QCI) to use up the balance of reverted funds.  
Check in December financial on QCI spending plan  
April forecast is estimate of remaining QCI bills.  
December is QCI enhancements and Year 2 annual support and hosting.

Forecast  
Actual