

POLICY: 403

## PUBLIC EMPLOYERS RIGHTS

Public employers shall have, in addition to all powers, duties, and rights established by constitutional provisions, statute, ordinance, charter, or special act, the exclusive power, duty, and the right to:

- a) direct the work of the District;
- b) hire, promote, demote, transfer, assign and retain employees in positions within the District;
- c) suspend or discharge employees for proper cause;
- d) maintain the efficiency of governmental operations;
- e) relieve employees from duties because of lack of work or for other legitimate reasons;
- f) determine and implement methods, means, assignments and personnel by which the District's operations are to be conducted;
- g) take such actions as may be necessary to carry out the mission of the District;
- h) initiate, prepare, certify and administer its budget;
- i) exercise all powers and duties granted to the District by law.

Public employers and the employee organization(s) shall meet at reasonable times, including meetings held reasonably in advance of the public employer's budget-making process, to negotiate in good faith with respect to wages.

LEGAL REFERENCE: Code of Iowa-Chapter 20

Adopted: 08/25/81  
Revised: 09/26/22  
Reviewed: 01/10/00, 07/24/07, 7/9/12, 1/9/17