

**COMMITTEE MEMORANDUM**

**To:** Human Resources Committee Members  
Board of Regents, State of Iowa

**From:** Tom Evans

**Date:** April 20, 2005 *ASN*

**Subject:** Salary Policies for Non-organized Faculty and Staff for FY 2006

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**Recommended Action:**

Review and recommend salary policies for non-organized faculty and staff as detailed in the accompanying memoranda 4a through 4c.

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**Executive Summary:**

Salary Policies	<p>Salaries comprise more than 75% of the institutional general fund budgets, excluding the University of Iowa hospital operations. The Regents transformation plan is presently being considered by the legislature. The Regents funding increase for universities for FY 2006 has yet to be determined by the legislature. The Special Schools are expected to receive a 4% increase in base operating appropriations.</p> <p>The proposed policies for salary increases vary among the institutions. The range at the universities is from 2.5% to 5% for non-bargained faculty and staff.</p> <p>Proposed salary policies for the special schools provide increases for non-bargained faculty and staff that range from 4.3% to 5.05%.</p>
Proposed Pay Plans	<p>Several proposed pay policies for FY 2006 at the Regent institutions are submitted for approval.</p> <ul style="list-style-type: none"> <li>• Professional and Scientific Salary Policies (HR 4a)</li> <li>• Faculty Salary Policies at the Special Schools (HR 4b)</li> <li>• Regent Merit System Pay Policies for supervisory employees (HR 4c)</li> </ul>
Non-represented faculty and staff presentations	<p>It has been the Board's practice over the past several years to hear oral presentations on salary and benefits from faculty and staff who are not represented by a collective bargaining agent. Invitations to make such presentations were extended to faculty and staff by their respective institutional heads at the request of Executive Director Nichols.</p>

## Analysis:

### Salary Policies

The Board of Regents highest priority in its FY 2006 budget requests was full funding of salaries from state appropriations. Salaries comprise more than 75% of the institutional general fund budgets, excluding the University of Iowa hospital operations.

Quality faculty and staff are essential to the implementation of the Board's and institutions' strategic plans. To recruit and retain top faculty in a global marketplace, the Regent universities must remain competitive by paying competitive salaries in each discipline.

The Regent institutions have several bargained employee contracts that will require the institutions to fund salary increases for FY 2006. State funding has yet to be determined for the increases.

The Regents transformation plan is presently being considered by the legislature. The Regents funding increase for universities for FY 2006 has yet to be determined by the legislature. The Special Schools are expected to receive a 4% increase in base funding which could be used to partially fund salary increases.

The institutions plan to implement the pay policies as discussed in HR 4a through 4c and are still working through the details of salary increases. Pay policies for supervisory and confidential staff in the Regent Merit System will mirror those for covered staff. The proposed salary policies are as follows:

#### University of Iowa

The University is not prepared to recommend a firm salary policy for non-bargained employees at this time. However, the University is modeling an overall salary budget increase of 3 to 5% for this group.

The University will fully implement the collective bargaining agreements with AFSCME, SEIU and COGS.

Salary increases will be funded through a combination of reallocations, tuition revenues, and state appropriations.

#### Iowa State University

The University is tentatively planning for salary increases in the range of 3 to 5.0% for faculty, staff, and graduate assistants.

The University is planning to fund the employer portion of health insurance cost increases for all employee groups and salary increases for merit employees as required by the AFSCME contract.

#### University of Northern Iowa

The University proposes an average increase of 2.5% for professional and scientific staff consistent with the increase negotiated with the organized faculty. Salary increases for professional and scientific staff will be based on meritorious service.

The University plans to fully implement the collective bargaining agreements with AFSCME and United Faculty.

Iowa School for the Deaf & Iowa Braille and Sight Saving School

Faculty. It is proposed to increase the faculty matrix used by ISD and IBSSS by 3.5% in each cell. This will result in an average increase of 4.3% which includes movement for years of service and attainment of additional education at ISD. The average increase at IBSSS will be 5.05%. The average salary increase is tempered by the fact many faculty are at the maximum of the range and are not eligible for the years of service increment.

P&S. The average increase proposed for P&S staff at ISD and IBSSS is 4.5%. All increases will be based on meritorious service.

Salary increases for institutional officials, excluding the Superintendent, will average 4.5%.

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