

COMMITTEE MEMORANDUM

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

From: Tom Evans

Date: April 20, 2005 *ASN*

Subject: Proposed Salary Policies for Professional and Scientific Staff for FY 2006

Recommended Actions:

Review and recommend approval of the proposed pay policies for FY 2006 for Professional and Scientific staff at the five Regent institutions and the Board Office.

Executive Summary:

The Board approves classification and salary plans for Professional and Scientific (P&S) staff at all Regent institutions.

SUI

Average increase expected in 3 to 4.5% range

University of Iowa --

- While no final decision has yet been made, the University expects average salary increase to be in the range of 3 to 4.5%.
- A representative of SUI Staff Council is expected to be present at the Board meeting to comment on the proposed P&S pay policies.

ISU

Average increase expected in 3% to 5% range

Iowa State University –

- Tentatively it is proposed that P&S increases would average between 3 to 5.0%.
- A representative of ISU P&S Council, is expected to be present at the Board meeting to comment on the proposed pay policies.

UNI

Average increase 2.5%

University of Northern Iowa –

- Tentatively it is proposed that P&S increases will average 2.5%, consistent with the increase for the United Faculty.
- A representative of UNI P&S Council, is expected to be present at the Board meeting to comment on the proposed pay policies.

ISD & IBSSS

Average increase
4.5%

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

- It is proposed that increases will average 4.5% with all salary increases based on meritorious performance.

Board Office

Average increase
4%

Board Office –

- It is proposed that increases will average 4% with all salary increases based on performance evaluations.

Background:

State statutes and policies as noted below pertain in P&S salary matters:

Board governs
pay policy by
statute

- Iowa Code §262.9(2) provides that the Board appoints institutional employees and fixes their compensation. The four categories of permanent employees at the institutions are institutional officials, faculty, professional and scientific staff (P&S), and merit system employees.

Comparable worth
applied

- Iowa Code §70A.18 requires that the State employees be paid based on skill, effort, responsibilities and working conditions. This statute, commonly referred to as the Comparable Worth Law, was used to establish the pay structures that are in place for P&S employees.

Regent policy
requires Board
approval of
changes

- The Board of Regents Policy Manual §4.13 requires that any change made in the salary of staff after the Board has approved the budget be reported to the Board on the monthly Register of Personnel Changes. Any such change must maintain the salary within the assigned pay range.

10,853 P&S staff
at institutions

- There are approximately 10,853 P&S employees at the Regent institutions. Each university has its own P&S policies and salary structures. The two special schools have one P&S salary structure, and the Board Office has a separate P&S salary structure.

SUI has 7,921
P&S Staff

- The University of Iowa has approximately 5,457 non-organized P&S staff in 461 classifications. Each classification is assigned to one of 16 pay ranges. Salaries for the approximately 2,464 P&S members of the tertiary health care unit at University of Iowa Hospitals and Clinics (in 59 classifications) are determined through the collective bargaining process.

ISU has 2,364

- Iowa State University has approximately 2,364 P&S staff in 445

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| P&S staff | classifications. Each classification is assigned to one of 10 pay ranges. |
| UNI has 500 P&S staff | <ul style="list-style-type: none"> • The University of Northern Iowa has approximately 500 P&S staff in 80 classifications. Each classification is assigned to one of 10 pay ranges. |
| Staff consultation, market, retention, recruitment influence structure | <ul style="list-style-type: none"> • In determining the proposed P&S pay range adjustments, the institutions consult with employees and assess the market place, both national and regional, in which they must recruit for candidates. They also consider retention and compression issues that arise at the institutions. |
| Wage compression | <ul style="list-style-type: none"> • Wage compression between P&S and merit classifications is an issue for the universities. This is especially true with first line supervisors in the merit system and entry level professional positions. |
| State funding undetermined | <ul style="list-style-type: none"> • The universities and Board Office anticipate that salary increases for all staff will be funded through internal reallocation and state appropriations. The ability to implement the proposed salary policy for P&S staff and plan for competitive salaries is dependent upon the extent of state appropriations received. |

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