

**COMMITTEE MEMORANDUM**

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

From: Tom Evans

Date: April 20, 2005 *ASN*

Subject: Proposed Pay Policy for the Regent Merit System

**Recommended Action:**

Review and recommend approval of the proposed Regent Merit System pay policy for FY 2006 for supervisory employees.

**Executive Summary:**

- |                                       |  |
|---------------------------------------|--|
| Regent Merit System                   | <ul style="list-style-type: none"> <li>• The Regent Merit System consists of approximately 7,100 employees in four AFSCME-covered bargaining units and 900 supervisory employees.</li> <li>• A representative of the Regent Interinstitutional Supervisory and Confidential Advisory Council (RISCAC) will comment upon the proposed pay policy at the Committee meeting.</li> <li>• The pay policy proposed for supervisory staff in the Merit System mirrors the salary increases negotiated with AFSCME for employees in Blue Collar, Security, Technical and Clerical bargaining units.</li> </ul> |
| Maximums of pay grades increased 2.5% | <ul style="list-style-type: none"> <li>• It is proposed that the maximums of the pay grades will be increased 2.5% on April 1, 2006; and employees at the top of the grades will be given a 2.5% increase.</li> </ul>  |
| Step increases                        | <ul style="list-style-type: none"> <li>• In accordance with the administrative rules of the Regent Merit System, employees will receive step increases on their eligibility dates.</li> <li>• Step increases are valued at 4.5% for both supervisory and AFSCME-covered staff.</li> </ul>  |