COMMITTEE MEMORANDUM

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

From: Tom Evans

Date: April 20, 2005

Subject: Proposed Pay Policy for the Regent Merit System

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Recommended Action:

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

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Executive Summary:

Regent Merit System  
- The Regent Merit System consists of approximately 7,100 employees in four AFSCME-covered bargaining units and 900 supervisory employees.
- A representative of the Regent Interinstitutional Supervisory and Confidential Advisory Council (RISCAC) will comment upon the proposed pay policy at the Committee meeting.
- 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.

Maximums of pay grades increased 2.5%  
- 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.

Step increases  
- In accordance with the administrative rules of the Regent Merit System, employees will receive step increases on their eligibility dates.
- Step increases are valued at 4.5% for both supervisory and AFSCME-covered staff.

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