

Contact: Marcia Brunson

FY 2014 SALARY POLICIES

Actions Requested: Consider approval of the following effective July 1, 2013:

1. Nonorganized professional and scientific salary policies and pay matrices -- University of Iowa, Iowa State University, University of Northern Iowa, Iowa School for the Deaf, Iowa Braille and Sight Saving School, and the Board Office;
2. Faculty salary policies -- University of Iowa, Iowa State University, Iowa School for the Deaf and Iowa Braille and Sight Saving School;
3. Faculty extracurricular pay schedules – Iowa School for the Deaf and Iowa Braille and Sight Saving School; and
4. Nonorganized Regent Merit System salary policies and pay matrices; and

Executive Summary:

COLLECTIVE BARGAINING AGREEMENTS

AFSCME (all institutions): The statewide collective bargaining agreement with AFSCME provides for no increase on July 1, 2013. Eligible merit staff members will continue to receive a step increase of 4.5% at their next scheduled merit increase dates, until they reach the maximum of their pay scales. The Board of Regents employs about 6,500 AFSCME-covered staff in blue collar, security, technical and clerical units. It is estimated the cost of the AFSCME agreement in FY 2014 is 2.2%.

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU – tertiary care employees at UIHC): A voluntary agreement on wages for a two-year contract beginning July 1, 2013, was not reached with SEIU. Arbitration was held on February 28, 2013. The arbitrator was presented with final wage offers from the union and the Board. The Board's offer of 2% on July 1, 2013, and 2.5% on July 1, 2014, was accepted by the arbitrator.

COGS (University of Iowa graduate assistants): A voluntary agreement for a two-year contract beginning July 1, 2013, was reached with the United Electrical, Radio and Machine Workers of America, Local 896/COGS. The agreement provides for continuation of the minimum tuition scholarship in an amount equal to 100% of the cost of resident graduate tuition rate for the College of Liberal Arts and Sciences. The agreement also provides for a 2% increase in the average graduate assistant stipend on July 1, 2013 and 2.25% increase on July 1, 2014 (there are no step increases).

UNI – UNITED FACULTY (faculty at the University of Northern Iowa): A voluntary agreement for a two-year contract beginning July 1, 2013, was reached with the organized faculty (UNI-United Faculty). The agreement provides for a wage increase of 2% on July 1, 2013, and 2.25% increase on July 1, 2014.

SALARY POLICIES

The proposed institutional and Board Office salary policies as well as salary policy for the supervisory/confidential employees in the Regent Merit System for FY 2014 are summarized below.

Regent Merit System Supervisory and Confidential Staff: As customary, the pay policy proposed for the nonorganized supervisory and confidential staff in the Regent Merit System is the same as that negotiated with AFSCME for employees in statewide bargaining units. The two-year AFSCME agreement beginning July 1, 2013 allows for no across-the-board increases in either year of the agreement. The pay matrix for supervisory and confidential staff is unchanged from FY 2013 (Attachment A). Eligible employees (those not at the maximums of their pay grades) will continue to receive 4.5% step increases on their anniversary dates.

University of Iowa: The University of Iowa will allocate to General Education Fund supported budgetary units a 2.0% increase for faculty and professional and scientific salary budgets. The overall average salary increase within each college, vice presidential unit, or other major administrative unit is to be between 2.0% and 3.0%. All individual salary increases must be based upon performance, competitive market factors and equity. Individual salary increases proposed to exceed 6.0% must be reviewed and approved by the Office of Provost or University Human Resources. These policies apply to all University of Iowa units, including UI Healthcare.

In addition, the University of Iowa Physicians Practice Plan, UI Health Care Senior Leadership and the College of Medicine, Dentistry, Pharmacy and Nursing that pay variable, non-recurring compensation based on productivity will continue to be authorized to do so in FY 2014.

The university will continue to utilize the exceptional performance pay policy approved by the Board in 2006 for nonbargaining P&S staff. The use of the exceptional performance policy will be both selective and reflective of the university's economic circumstances. Achievements recognized by the awards include activities such as completion of a major project, sustained exceptional performance, outstanding productivity and revenue generation. Payments under the exceptional performance policy are lump sum and do not go to the salary base.

In August 2011, the Board approved a new compensation system for nonorganized University of Iowa professional and scientific staff based on competitive market salary rates. Based on this year's analysis of competitive market data, the proposed ranges will be increased 0% to 4% depending on relative market data for specific structure and level. The two separate structures – A and B – recognize the differences in the market data (See Attachment B). This will be the second budget cycle using the salary structure to guide individual salary decisions.

Iowa State University: Iowa State's salary policy for faculty, professional and scientific staff, and post docs, guides the process for establishing two parameters for performance-based annual salary adjustments during the budget development process. One parameter establishes a minimum salary adjustment that must be awarded for all faculty and P&S staff who has exhibited satisfactory performance as documented in an annual performance evaluation. For FY2014, the minimum salary increase for satisfactory performance is 1.5% for individuals with a salary of \$60,000 or less, and 1.0% for individuals with a salary of more than \$60,000. Merit salary increases beyond the minimum are determined by the employee's supervisor, with the justification also documented in an annual performance evaluation. The second parameter is a requirement that any salary increase above 5% requires senior administrative approval.

The P&S pay matrix will be increased in recognition of changes to market factors related to positions for which the university competes. To maintain the integrity, the entire structure (i.e. minimums and maximums for each pay grade) will be moved up by 1.25%. The increase will allow for continued movement of employee's salaries through a salary range. The incremental cost for this move is minimal.

University of Northern Iowa: Salary increases for nonorganized professional and scientific staff are budgeted at 2% on July 1, 2013 which is comparable to the increases for the UNI-United Faculty. The across-the-board increase with satisfactory or above performance will be 1% with the balance for meritorious performance.

The University proposes an adjustment of 2.75% at the minimums and the maximums for pay grades 2 through 8 of the P&S salary matrix for FY 2014 (Attachment D). No increase is proposed for grade 1.

Iowa School for the Deaf: ISD's proposed FY 2014 faculty salary matrix is increased by 2.75% from the FY 2013 matrix (Attachment E). Qualified faculty will continue to receive merit pay for sign language proficiency and professional certifications from the Council for Education of the Deaf [CED] and the American Speech-Language Hearing Association [ASHA]. These amounts are unchanged from FY 2013. Eligible faculty will receive a one-step increase and will also be provided increases for attainment of additional education. It is anticipated the average faculty increase will be approximately 2.71%. The proposed extra-curricular pay schedule is unchanged from FY 2013 (Attachment F).

ISD and IBSSS share a single P&S salary matrix (Attachment G). The proposed matrix is increased by 3% on both the minimums and the maximums. ISD proposes to increase P&S salaries by an average of 2.75%. The salary policy allows for eligible P&S staff to receive merit pay for sign language proficiency at ISD. The amounts are based upon the employee's level of competency and are shown on the ISD faculty matrix. The amounts paid for sign language proficiency are unchanged from FY 2013.

Iowa Braille and Sight Saving School: IBSSS proposes an increase of 1.5% to each cell of the faculty salary matrix for FY 2014 (Attachment H). Qualified faculty will continue to receive stipends for professional certification (Academy for Certification of Vision, Rehabilitation, and Education Professionals [ACVREP]). This amount is unchanged from FY 2013. Eligible faculty will receive a one-step increase and will also be provided increases for attainment of additional education. It is anticipated the average faculty increase will be 2.55%.

As noted above, ISD and IBSSS share a single P&S salary matrix (Attachment G). IBSSS is proposing 2.55% increases for P&S staff.

The extra-curricular pay scale for IBSSS is unchanged from FY 2013 (Attachment I).

Board Office – Proposed salary increases for Board Office employees, excluding the Executive Director, will be based on performance and will range between 0% and 4%. The proposed pay matrix is increased 2% at the minimums and 3% at the maximums (Attachment J). The Executive Director's position is in grade 9, and the salary range for that grade is established by the legislature and has not been changed for a number of years. In order to reflect expanded responsibilities the positions of Chief Academic Officer, Chief Business Officer and Regents General Counsel have been moved from pay grade 7 to pay grade 8.

Board of Regents, State of Iowa
Regent Merit System
July 1, 2013

Grade	Pay Basis	7/1/2013 Minimum	7/1/2013 Maximum
1	Hourly	8.91	16.40
2	Hourly	9.79	17.12
3	Hourly	12.04	17.91
	Semi-Monthly	1,047.48	1,558.17
	Monthly	2,094.96	3,116.34
	Annual	25,139.52	37,396.08
4	Hourly	12.58	18.71
	Semi-Monthly	1,094.46	1,627.77
	Monthly	2,188.92	3,255.54
	Annual	26,267.04	39,066.48
5	Hourly	13.15	19.55
	Semi-Monthly	1,144.05	1,700.85
	Monthly	2,288.10	3,401.70
	Annual	27,457.20	40,820.40
6	Hourly	13.75	20.44
	Semi-Monthly	1,196.25	1,778.28
	Monthly	2,392.50	3,556.56
	Annual	28,710.00	42,678.72
7	Hourly	14.35	21.35
	Semi-Monthly	1,248.45	1,857.45
	Monthly	2,496.90	3,714.90
	Annual	29,962.80	44,578.80
8	Hourly	14.99	22.31
	Semi-Monthly	1,304.13	1,940.97
	Monthly	2,608.26	3,881.94
	Annual	31,299.12	46,583.28
9	Hourly	15.70	23.31
	Semi-Monthly	1,365.90	2,027.97
	Monthly	2,731.80	4,055.94
	Annual	32,781.60	48,671.28
10	Hourly	16.39	24.36
	Semi-Monthly	1,425.93	2,119.32
	Monthly	2,851.86	4,238.64
	Annual	34,222.32	50,863.68
11	Hourly	17.11	25.47
	Semi-Monthly	1,488.57	2,215.89
	Monthly	2,977.14	4,431.78
	Annual	35,725.68	53,181.36

Board of Regents, State of Iowa
Regent Merit System
July 1, 2013

12	Hourly	17.91	26.61
	Semi-Monthly	1,558.17	2,315.07
	Monthly	3,116.34	4,630.14
	Annual	37,396.08	55,561.68
13	Hourly	18.69	27.80
	Semi-Monthly	1,626.03	2,418.60
	Monthly	3,252.06	4,837.20
	Annual	39,024.72	58,046.40
14	Hourly	19.55	29.05
	Semi-Monthly	1,700.85	2,527.35
	Monthly	3,401.70	5,054.70
	Annual	40,820.40	60,656.40
15	Hourly	20.42	30.36
	Semi-Monthly	1,776.54	2,641.32
	Monthly	3,553.08	5,282.64
	Annual	42,636.96	63,391.68
16	Hourly	21.34	31.71
	Semi-Monthly	1,856.58	2,758.77
	Monthly	3,713.16	5,517.54
	Annual	44,557.92	66,210.48
17	Hourly	22.30	33.17
	Semi-Monthly	1,940.10	2,885.79
	Monthly	3,880.20	5,771.58
	Annual	46,562.40	69,258.96
18	Hourly	23.30	34.63
	Semi-Monthly	2,027.10	3,012.81
	Monthly	4,054.20	6,025.62
	Annual	48,650.40	72,307.44

University of Iowa
Professional and Scientific Salary Schedule FY 2014

Structure A				
Pay Level	Market Range Minimum	Median Zone Low	Median Zone High	Market Range Maximum
2A	\$32,136	\$34,407	\$43,791	\$54,738
3A	\$34,278	\$39,780	\$50,629	\$63,286
4A	\$38,193	\$48,547	\$61,787	\$77,234
5A	\$44,851	\$59,802	\$76,112	\$95,139
6A	\$55,472	\$73,962	\$94,134	\$117,667
7A	\$68,660	\$91,546	\$116,514	\$145,642
8A	\$89,232	\$118,976	\$151,424	\$189,280
9	Open			
10	Open			
Structure B				
Pay Level	Market Range Minimum	Median Zone Low	Median Zone High	Market Range Maximum
2B	\$33,358	\$44,478	\$49,815	\$59,778
3B	\$38,724	\$51,632	\$57,828	\$69,394
4B	\$47,717	\$63,622	\$71,257	\$85,508
5B	\$56,514	\$75,352	\$90,422	\$108,506
6B	\$70,560	\$94,080	\$112,896	\$135,475
7B	\$88,200	\$117,600	\$141,120	\$169,344
8B	\$111,353	\$148,470	\$178,164	\$213,797
9	Open			
10	Open			

IOWA STATE UNIVERSITY FY 2014 Professional and Scientific Salary Matrix

2013/2014				
Grade	Minimum	1st Third	Midpoint	Maximum
41	\$94,669	\$119,898	\$132,638	N/A
40	\$82,823	\$104,895	\$115,931	N/A
39	\$72,698	\$95,719	\$107,229	\$141,760
38	\$64,956	\$83,360	\$92,563	\$120,170
37	\$56,898	\$73,020	\$81,081	\$105,264
36	\$51,727	\$66,383	\$73,710	\$95,693
35	\$45,360	\$58,212	\$64,638	\$83,916
34	\$39,967	\$51,291	\$56,953	\$73,939
33	\$37,577	\$46,971	\$51,668	\$65,759
32	\$34,097	\$42,621	\$46,884	\$59,671
31	\$31,005	\$38,239	\$41,857	\$52,709
30	\$28,257	\$34,809	\$37,908	\$47,206

UNIVERSITY OF NORTHERN IOWA
FY 2014 PROPOSED P&S SALARY MATRIX

PAY GRADE	MINIMUM	FIRST QUARTILE	MIDPOINT	THIRD QUARTILE	MAXIMUM
I	\$25,470	\$33,130	\$40,790	\$48,450	\$56,100
II	\$29,980	\$39,100	\$48,230	\$57,350	\$66,470
III	\$34,480	\$45,250	\$56,010	\$66,780	\$77,550
IV	\$39,990	\$53,260	\$66,520	\$79,790	\$93,050
V	\$46,800	\$62,720	\$78,630	\$94,550	\$110,470
VI	\$56,280	\$75,260	\$94,240	\$113,220	\$132,200
VII	\$66,730	\$90,040	\$113,340	\$136,650	\$159,960
VIII	\$79,760	\$108,600	\$137,450	\$166,290	open

**IOWA SCHOOL FOR THE DEAF
FY 2014 FACULTY SALARY MATRIX**

TRACK DEGREE	I BA	II BA+15	III BA+30	IV MA	V MA+15	VI MA+30	VII ED SPEC	
Beginning	41,895	43,716	45,536	49,178	50,998	52,819	54,640	
Step 1	42,623	44,480	46,338	50,052	51,909	53,766	55,623	
Step 2	43,366	45,260	47,155	50,943	52,837	54,732	56,626	
Step 3	44,124	46,056	47,988	51,852	53,784	55,717	57,649	
Step 4	44,897	46,868	48,838	52,780	54,750	56,721	58,692	
Step 5	45,685	47,695	49,705	53,726	55,736	57,746	59,756	
Step 6	46,489	48,539	50,590	54,691	56,741	58,791	60,842	
Step 7	47,309	49,401	51,492	55,675	57,766	59,858	61,949	
Step 8	48,146	50,279	52,412	56,679	58,812	60,945	63,078	
Step 9		51,175	53,351	57,703	59,878	62,054	64,230	
Step 10		52,089	54,308	58,747	60,966	63,186	65,405	
Step 11		53,021	55,285	59,812	62,076	64,340	66,604	
Step 12			56,281	60,899	63,208	65,517	67,826	
Step 13			57,297	62,007	64,362	66,718	69,073	
Step 14			58,333	63,138	65,540	67,942	70,345	
Step 15				64,291	66,741	69,192	71,642	
Step 16				65,467	67,966	70,466	72,965	
Step 17					69,216	71,765	74,315	
Step 18					70,491	73,091	75,692	
Step 19						74,443	77,096	
Step 20						75,823	78,528	
CED	Provisional		\$ 750		Sign Language Certification:			
	Professional		\$ 1,500		Intermediate Plus	\$ 200		
					Advanced	\$ 400		
	(ASHA)		\$ 750		Advanced Plus	\$ 600		
					Superior	\$ 800		
					Superior Plus	\$ 1,000		

IOWA SCHOOL FOR THE DEAF
SUPPLEMENTAL PAY
FY 2014

HEAD COACH

	100.00%														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
BASKETBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
VOLLEYBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
TRACK	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
WRESTLING	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
CHEERLEADING	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010

ASSISTANT HIGH SCHOOL/JUNIOR HIGH SCHOOL

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
BASKETBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
VOLLEYBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
TRACK	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
WRESTLING	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129

EXTRACURRICULAR

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
SENIORS	931	931	931	931	931	931	931	931	931	931	931	931	931	931	931
JUNIORS	931	931	931	931	931	931	931	931	931	931	931	931	931	931	931
CONCESSIONS	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408
YEARBOOK	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408
OTHER	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408

IOWA SCHOOL FOR THE DEAF
IOWA BRAILLE AND SIGHT SAVING SCHOOL
PROFESSIONAL AND SCIENTIFIC SALARY SCHEDULE
FY 2014

Salary Grade	Minimum	Midpoint	Maximum
1	\$33,941	\$41,277	\$48,613
2	\$36,494	\$44,934	\$53,374
3	\$41,206	\$50,767	\$60,328
4	\$45,600	\$57,362	\$69,124
5	\$50,301	\$63,736	\$77,172
6	\$56,170	\$71,954	\$87,737

SALARY GRADE ASSIGNMENTS

- 3 **Accountant (ISD)**
 Educational Interpreter (ISD)
 Information Technology Associate (ISD)
 Recreation Utilization Coordinator (ISD)
 Registered Nurse I (ISD)
 Residential Counselor (ISD)
 Residential Programmer (IBSSS)

- 4 **Administrative Assistant (ISD)**
 Athletic Director (ISD)
 Human Resources Specialist (IBSSS)
 Student Life Advisor (ISD)
 Sign Language Communication Program Coordinator (ISD)

- 5 **Director of Development (ISD)**
 Director of Human Resources (ISD)
 Facilities Manager (ISD)
 Family Services Specialist (IBSSS)
 Information Technology Specialist (ISD/IBSSS)
 Outreach Coordinator (ISD)
 Registered Nurse, Head (ISD/IBSSS)
 Residence Dean (ISD/IBSSS)

Iowa Braille and Sight Saving School
Faculty Salary Matrix
FY 2014

Track Degree	I BA	II BA+15	III BA+30	IV MA	V MA+15	VI MA+30	VII ED SPEC
Beginning	41,895	43,716	45,536	49,178	50,998	52,819	54,640
Step 1	42,623	44,480	46,338	50,052	51,909	53,766	55,623
Step 2	43,366	45,260	47,155	50,943	52,837	54,732	56,626
Step 3	44,124	46,056	47,988	51,852	53,784	55,717	57,649
Step 4	44,897	46,868	48,838	52,780	54,750	56,721	58,692
Step 5	45,685	47,695	49,705	53,726	55,736	57,746	59,756
Step 6	46,489	48,539	50,590	54,691	56,741	58,791	60,842
Step 7	47,309	49,401	51,492	55,675	57,766	59,858	61,949
Step 8	48,146	50,279	52,412	56,679	58,812	60,945	63,078
Step 9	48,275	51,175	53,351	57,703	59,878	62,054	64,230
Step 10	49,132	52,089	54,308	58,747	60,966	63,186	65,405
Step 11	50,007	53,021	55,285	59,812	62,076	64,340	66,604
Step 12	50,899	53,174	56,281	60,899	63,208	65,517	67,826
Step 13	51,809	54,130	57,297	62,007	64,362	66,718	69,073
Step 14	52,737	55,104	58,333	63,138	65,540	67,942	70,345
Step 15	53,684	56,098	58,512	64,291	66,741	69,192	71,642
Step 16	54,650	57,112	59,575	65,467	67,966	70,466	72,965
Step 17	55,635	58,146	60,658	65,682	69,216	71,765	74,315
Step 18	56,639	59,201	61,763	66,887	70,491	73,091	75,692
Step 19	57,664	60,277	62,891	68,117	70,730	74,443	77,096
Step 20	58,709	61,375	64,040	69,371	72,037	75,823	78,528

ACVREP \$900 (Available to Orientation and Mobility Specialists hired on or before 12/31/2010.)

Included in Matrix - BOR Salary Bill:
 FY08 BOR Allocation **\$3,800**
 FY09 BOR Allocation **\$1,200**
 Total BOR Allocation **\$5,000**

For individuals with an appropriate Ph.D., the Superintendent has the authority to pay 10% above the person's relative position on the Ed. Spec. track.

Iowa Braille and Sight Saving School
Faculty Extracurricular Pay Schedule
FY 2014

Faculty ECA Positions	Stipend
Track Coach	\$3,000.00
Cheerleading Coach	\$3,000.00
Swimming Coach	\$3,000.00
Forensics Coach	\$3,000.00
Goalball Coach	\$3,000.00
Chaperone	\$200.00/night

BOARD OF REGENTS, STATE OF IOWA
Board Office P&S Salary Schedule
Proposed FY 2014

Salary Grade	Minimum	Midpoint	Maximum
1	\$32,313	\$44,509	\$56,705
2	\$38,129	\$52,521	\$66,912
3	\$44,991	\$61,973	\$78,956
4	\$53,090	\$73,129	\$93,168
5	\$62,646	\$86,292	\$109,938
6	\$73,923	\$101,825	\$129,727
7	\$87,229	\$120,154	\$153,079
8	\$102,929	\$141,780	\$180,632
9	\$100,840*		\$154,300

Assignment of Classifications to Pay Grades

- 2 Senior Administrative Assistant
- 3 Executive Assistant
 - Student Relations Officer
 - Technical Specialist**
- 4 Assistant Counsel
 - Policy and Operations Analyst**
- 5 Regents Associate Counsel**
 - Regents Communications Officer
- 6 Policy and Operations Officer**
- 7 State Relations Officer
- 8 Chief Academic Officer
 - Chief Business Officer
 - Regents General Counsel
- 9 Executive Director

*(Salary range provided in 2008 Iowa Acts, Chapter 1191, Section 14)

University of Iowa P&S Positions Detailed to the Board Office

Position	SUI Pay Grade	Salary Range
Policy and Operations Officer **	7A	\$68,660 - \$145,642
Policy and Operations Analyst **	4A	\$38,193 - \$77,234
Regents Associate Counsel	7A	\$68,660 - \$145,642
Technical Specialist **	4A	\$38,193 - \$77,234
Chief Audit Executive	8A	\$89,232 - \$189,280

** in both the Board Office System and SUI system

Other positions

State Relations Officer	ISU Grade 39	\$72,698 - \$141,760
State Relations Officer	UNI Grade 6	\$56,280 - \$132,200