

Contact: Marcia Brunson

**FY 2016 SALARY POLICIES**

**Actions Requested:** Consider approval of the following effective July 1, 2015:

1. Nonorganized Regent Merit System salary policy and pay matrix; and
2. Salary policies for nonorganized faculty and staff as outlined below.

**Executive Summary:**

**COLLECTIVE BARGAINING AGREEMENTS**

AFSCME (all institutions): The statewide collective bargaining agreement with AFSCME provides an across-the-board increase of 2.5% on July 1, 2015. Eligible merit staff members will continue to receive step increases 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 6,300 AFSCME-covered staff in blue collar, security, technical, clerical and education units at the five institutions.

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU – tertiary care employees at UIHC): A voluntary agreement on wages for a two-year contract beginning July 1, 2015, was reached with SEIU. The agreement provides for an across-the-board increase on July 1, 2015, of 2.75%.

COGS (University of Iowa graduate assistants): A voluntary agreement for a two-year contract beginning July 1, 2015, 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 for the College of Liberal Arts and Sciences and the College of Education. The agreement also provides for contribution of 25% of mandatory fees and a 1% increase in the average graduate assistant stipend on July 1, 2015.

UNI – UNITED FACULTY (faculty at the University of Northern Iowa): A voluntary agreement for a two-year contract beginning July 1, 2015, was reached with the organized faculty (UNI-United Faculty). The agreement provides for a wage increase of 2.5% on July 1, 2015.

**SALARY POLICIES FOR NONORGANIZED FACULTY AND STAFF**

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, 2015, allows for a 2.5% across-the-board increase on July 1, 2015. The pay matrix for supervisory and confidential staff is increased by the same percentage as the AFSCME matrix for FY 2016 (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.

Nonorganized Faculty and Staff: Salary policies for the institutions and Board Office and the requisite pay matrices for nonorganized professional and scientific staff and for faculty at the special schools are subject to approval by the Executive Director upon consultation with Board of Regents leadership. The approved policies and matrices will be included in the docket for the August meeting.

Board of Regents, State of Iowa  
Regent Merit System  
July 1, 2015

Grade	Pay Basis	7/1/2015 Minimum	7/1/2015 Maximum
1	Hourly	9.13	16.81
2	Hourly	10.03	17.55
3	Hourly	12.34	18.36
	Semi-Monthly	1,073.58	1,597.32
	Monthly	2,147.16	3,194.64
4	Annual	25,765.92	38,335.68
	Hourly	12.89	19.18
	Semi-Monthly	1,121.43	1,668.66
5	Monthly	2,242.86	3,337.32
	Annual	26,914.32	40,047.84
	Hourly	13.48	20.04
6	Semi-Monthly	1,172.76	1,743.48
	Monthly	2,345.52	3,486.96
	Annual	28,146.24	41,843.52
7	Hourly	14.09	20.95
	Semi-Monthly	1,225.83	1,822.65
	Monthly	2,451.66	3,645.30
8	Annual	29,419.92	43,743.60
	Hourly	14.71	21.88
	Semi-Monthly	1,279.77	1,903.56
9	Monthly	2,559.54	3,807.12
	Annual	30,714.48	45,685.44
	Hourly	15.36	22.87
10	Semi-Monthly	1,336.32	1,989.69
	Monthly	2,672.64	3,979.38
	Annual	32,071.68	47,752.56
11	Hourly	16.09	23.89
	Semi-Monthly	1,399.83	2,078.43
	Monthly	2,799.66	4,156.86
12	Annual	33,595.92	49,882.32
	Hourly	16.80	24.97
	Semi-Monthly	1,461.60	2,172.39
13	Monthly	2,923.20	4,344.78
	Annual	35,078.40	52,137.36
	Hourly	17.54	26.11
14	Semi-Monthly	1,525.98	2,271.57
	Monthly	3,051.96	4,543.14
	Annual	36,623.52	54,517.68

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12	Hourly	18.36	27.28
	Semi-Monthly	1,597.32	2,373.36
	Monthly	3,194.64	4,746.72
	Annual	38,335.68	56,960.64
13	Hourly	19.16	28.50
	Semi-Monthly	1,666.92	2,479.50
	Monthly	3,333.84	4,959.00
	Annual	40,006.08	59,508.00
14	Hourly	20.04	29.78
	Semi-Monthly	1,743.48	2,590.86
	Monthly	3,486.96	5,181.72
	Annual	41,843.52	62,180.64
15	Hourly	20.93	31.12
	Semi-Monthly	1,820.91	2,707.44
	Monthly	3,641.82	5,414.88
	Annual	43,701.84	64,978.56
16	Hourly	21.87	32.50
	Semi-Monthly	1,902.69	2,758.77
	Monthly	3,805.38	5,517.54
	Annual	45,664.56	67,860.00
17	Hourly	22.86	34.00
	Semi-Monthly	1,988.82	2,958.00
	Monthly	3,977.64	5,916.00
	Annual	47,731.68	70,992.00
18	Hourly	23.88	35.50
	Semi-Monthly	2,077.56	3,088.50
	Monthly	4,155.12	6,177.00
	Annual	49,861.44	74,124.00