

Contact: Aimee Claeys
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FY 2017 SALARY POLICIES

Actions Requested:

1. Approve, effective July 1, 2016, the non-represented Regent Merit System salary policy and pay matrix; and
2. For all remaining non-organized faculty and staff, direct each institution and the Board office, in consultation with the Executive Director and Board Leadership, to develop salary policies for FY 2017 that best meet the needs of the institution or Board office. Final salary policies will be submitted to the Executive Director for approval; and
3. Grant the Executive Director the authority to approve FY 2017 salary policies.

Executive Summary:

COLLECTIVE BARGAINING AGREEMENTS

American Federation of State, County, and Municipal Employees (AFSCME - all institutions): The statewide collective bargaining agreement with AFSCME provides for a two and one-quarter percent (2.25%) increase on July 1, 2016, and a one and one quarter percent (1.25%) increase on January 1, 2017. AFSCME covered staff will 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 approximately six thousand three hundred (6,300) AFSCME covered staff in blue collar, security, technical and clerical units at its institutions.

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU – tertiary care employees at UIHC): A voluntary agreement for a two-year contract beginning July 1, 2015, was reached with SEIU. The agreement provides for a two and three-quarters percent (2.75%) increase on July 1, 2016 (there are no step increases). There are approximately three thousand three hundred (3,300) SEIU covered staff.

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 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 and the College of Education. The agreement also provides for contribution of twenty-five percent (25%) of mandatory fees and a three percent (3%) increase in the average graduate assistant stipend on July 1, 2016 (there are no step increases). There are approximately two thousand one hundred (2,100) COGS covered staff.

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 two and one-half percent (2.5%) on July 1, 2016 (there are no step increases). There are approximately seven hundred (700) UNI-United Faculty covered staff.

NON-REPRESENTED REGENT MERIT SYSTEM SALARY POLICY

Regent Merit System Supervisory and Confidential Staff: As customary, the pay policy proposed for the non-represented supervisory and confidential staff in the Regent Merit System is the same as that negotiated with AFSCME for employees in statewide bargaining units and results in the attached pay matrix (See Attachment A). The two-year AFSCME agreement beginning July 1, 2015, provides for two and one-quarter percent (2.25%) increase on July 1, 2016, and a one and one quarter percent (1.25%) increase on January 1, 2017. Eligible employees (those not at the maximums of their pay grades) will continue to receive four and one-half percent (4.5%) step increases on their anniversary dates.

**Board of Regents, State of Iowa
Regent Merit System Pay Matrix
July 1, 2016**

Grade	Pay Basis	7/1/2016 Minimum	7/1/2016 Maximum
1	Hourly	9.34	17.19
2	Hourly	10.26	17.94
3	Hourly	12.62	18.77
	Semi-Monthly	1,097.94	1,632.99
	Monthly	2,195.88	3,265.98
	Annual	26,350.56	39,191.76
4	Hourly	13.18	19.61
	Semi-Monthly	1,146.66	1,706.07
	Monthly	2,293.32	3,412.14
	Annual	27,519.84	40,945.68
5	Hourly	13.78	20.49
	Semi-Monthly	1,198.86	1,782.63
	Monthly	2,397.72	3,565.26
	Annual	28,772.64	42,783.12
6	Hourly	14.41	21.42
	Semi-Monthly	1,253.67	1,863.54
	Monthly	2,507.34	3,727.08
	Annual	30,088.08	44,724.96
7	Hourly	15.04	22.37
	Semi-Monthly	1,308.48	1,946.19
	Monthly	2,616.96	3,892.38
	Annual	31,403.52	46,708.56
8	Hourly	15.71	23.38
	Semi-Monthly	1,366.77	2,034.06
	Monthly	2,733.54	4,068.12
	Annual	32,802.48	48,817.44

9	Hourly	16.45	24.43
	Semi-Monthly	1,431.15	2,125.41
	Monthly	2,862.30	4,250.82
	Annual	34,347.60	51,009.84
10	Hourly	17.18	25.53
	Semi-Monthly	1,494.66	2,221.11
	Monthly	2,989.32	4,442.22
	Annual	35,871.84	53,306.64
11	Hourly	17.93	26.70
	Semi-Monthly	1,559.91	2,322.90
	Monthly	3,119.82	4,645.80
	Annual	37,437.84	55,749.60
12	Hourly	18.77	27.89
	Semi-Monthly	1,632.99	2,426.43
	Monthly	3,265.98	4,852.86
	Annual	39,191.76	58,234.32
13	Hourly	19.59	29.14
	Semi-Monthly	1,704.33	2,535.18
	Monthly	3,408.66	5,070.36
	Annual	40,903.92	60,844.32
14	Hourly	20.49	30.45
	Semi-Monthly	1,782.63	2,649.15
	Monthly	3,565.26	5,298.30
	Annual	42,783.12	63,579.60
15	Hourly	21.40	31.82
	Semi-Monthly	1,861.80	2,768.34
	Monthly	3,723.60	5,536.68
	Annual	44,683.20	66,440.16
16	Hourly	22.36	33.23
	Semi-Monthly	1,945.32	2,891.01
	Monthly	3,890.64	5,782.02
	Annual	46,687.68	69,384.24
17	Hourly	23.37	34.77
	Semi-Monthly	2,033.19	3,024.99
	Monthly	4,066.38	6,049.98
	Annual	48,796.56	72,599.76
18	Hourly	24.42	36.30
	Semi-Monthly	2,124.54	3,158.10
	Monthly	4,249.08	6,316.20
	Annual	50,988.96	75,794.40