

Contact: Kristin Bauer

IOWA STATE UNIVERSITY
PROFESSIONAL AND SCIENTIFIC COMPENSATION PLAN

Action Requested: Approve the proposed Iowa State University (ISU) Professional and Scientific (P&S) compensation plan as detailed in this memorandum.

Executive Summary: In 2017, ISU collaborated with Aon Consulting to assist in a review of the existing classification and compensation system. Through the process, it was confirmed that the current classification and compensation system was not properly accounting for the hierarchy of jobs to support the University's mission, it was not market competitive, it did not value jobs based upon the University's mission and it did not adequately facilitate career pathways. At the end of October 2019, final findings were presented to the University leadership. Pursuant to Board of Regents Policy Manual section 2.1.3.D.ii, the Board approved a new P&S compensation plan for ISU in April 2020.

Iowa State University is currently proposing a shift to the P&S compensation plan by six percent to be effective March 1, 2022. The proposal is based on average increases for the higher education sector from the last evaluation and adjustments, including current forecasting for 2022.

Proposed Structure 2022- Effective March 1, 2022 - Adjusted 6%

Grade	Minimum	Midpoint	Maximum
PS816	\$182,077	\$245,804	N/A
PS815	\$154,959	\$209,195	\$263,431
PS814	\$131,880	\$178,039	\$224,197
PS813	\$112,239	\$151,522	\$190,806
PS812	\$95,522	\$128,955	\$162,388
PS811	\$81,296	\$109,749	\$138,202
PS810	\$70,493	\$93,403	\$116,314
PS809	\$61,298	\$81,220	\$101,142
PS808	\$53,303	\$70,626	\$87,950
PS807	\$46,350	\$61,414	\$76,478
PS806	\$40,305	\$53,404	\$66,503
PS805	\$35,722	\$46,438	\$57,154
PS804	\$32,240	\$41,463	\$50,294
PS803	\$31,200	\$37,021	\$42,744
PS802	\$27,545	\$33,054	\$38,563
PS801	\$24,594	\$29,513	\$34,432