**Remarks from Non-Represented Faculty and Staff on FY 2023 Salary Policies**

**Action Requested:** Receive presentations and written submissions.

**Executive Summary:** The Regent institutions have groups of faculty and staff who are not organized for the purpose of collective bargaining. Representatives of these groups have been invited to make presentations or submit written remarks to the Board on salary policies for FY 2023. Representatives of the following groups were invited:

- University of Iowa Faculty Senate
- University of Iowa Staff Council
- Iowa State University Faculty Senate
- Iowa State University Professional and Scientific Council
- University of Northern Iowa Professional and Scientific Council
- Iowa School for the Deaf Faculty
- Iowa School for the Deaf Professional and Scientific Staff
- Iowa Educational Services for the Blind and Visually Impaired Faculty
- Iowa Educational Services for the Blind and Visually Impaired Professional and Scientific Staff
- Regents Interinstitutional Supervisory Confidential Council (representing the Regent Merit System supervisory and confidential staff)

A written statement was provided by the Regents Interinstitutional Supervisory Confidential Council and Iowa Educational Services for the Blind and Visually Impaired Faculty. (Attachment A)

The Board will consider FY 2023 salary policies at its May 31 - June 2, 2022, Meeting.
March 11, 2022

Board of Regents
State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322-7905

Dear Members of the Board:

I am writing today as a representative of the Regents Inter-Institutional Supervisory and Confidential Advisory Council (RISCAC) which represents the 306 Merit system employees of the Board of Regents not covered by a collective bargaining agreement. Merit Supervisory Exempt and Confidential (MSE/C) represent two groups of employees. The first group are Merit employees whose job duties place them in a supervisory role over other Merit employees covered by the collective bargaining agreement. The second group are employees who work in Human Resources or departmental offices and are considered "confidential" employees because they have access to information that may be used in collective bargaining discussions. The RISCAC council was established to foster communication among MSE/C staff members at the Regents Institutions, provide a medium for dealing with issues of mutual concern, respond to inquiries, and formulate recommendations to shared governance, Board of Regents Director of Human Resources, and the Board of Regents themselves.

Members of our classification are among the hardest working employees at our Regents’ institutions. We support, supervise and train many Merit employees, and in our work, we are required to exercise a deep skill set and address a broad spectrum of issues. We must be knowledgeable in HR matters, work rules, Merit contracts, IT issues, and safety issues just to mention a few areas of responsibility. In addition, many of us have a supervisory role to monitor and mentor employees for performance improvement. Many individuals have worked their way up through the Merit system ranks to the leadership roles they have today. MSE/C employees have displayed a high level of loyalty to their institution, have valuable knowledge of the institution, and have provided leadership to ensure their respective institutions run smoothly and efficiently.

The RISCAC council and all MSE/C employees would like to thank the Board of Regents for the salary increases that we have received in the last year. This decision was greatly appreciated by the employees in this classification. We hope the Board will again consider a pay policy for the non-represented supervisory and confidential staff within the Regent Merit System that is at least the same as the Merit employees, as has been the Board’s custom in the past.

With reference to the table below I’d like to take a moment to speak to another issue. The main salary concern of our constituency continues to be the large number of employees who are receiving maximum pay for their classification and no longer receive step pay increases each year. Currently 31% or 194 out of a total of 306 MSE/C employees throughout the Regents Institutions are at the top of their pay scale. Not only do these numbers represent a sizable portion of the MSE/C group, but many of these individuals have also been maxed out on their step increases for years.

The RISCAC Council and the MSE/C group feel that it would be beneficial to the Regents institutions and the state as a whole if the Board would consider reviewing this issue and look at what may be possible to address this concern. Possible solutions might include ensuring a cost of living increase each year, providing a one-time step increase for employees who are currently maxed out or have been at the
maximum for a specified number of years, or initiating a process to raise the pay scale for supervisory and confidential employees.

I’d like to conclude by stating that we appreciate being afforded this opportunity to express our opinions as well as for you taking the time to review our requests. Thank you for your time and efforts.

Sincerely,

Damien Blair, Clerk IV
University of Iowa, Human Resources
staff-council-msec@uiowa.edu

<table>
<thead>
<tr>
<th>University of Iowa</th>
<th>MSE/C Employees</th>
<th>Supervisory Employees</th>
<th>Confidential Employees</th>
<th>MSE/C Employees Maximum Pay Grade</th>
<th>Supervisory Employees Maximum Pay Grade</th>
<th>Confidential Employees Maximum Pay Grade</th>
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<tbody>
<tr>
<td></td>
<td>209</td>
<td>178 (85%)</td>
<td>31 (15%)</td>
<td>68 (33%)</td>
<td>44 (25%)</td>
<td>24 (77%)</td>
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<tr>
<td>Iowa State University</td>
<td>54</td>
<td>48 (89%)</td>
<td>6 (11%)</td>
<td>14 (26%)</td>
<td>12 (25%)</td>
<td>2 (14%)</td>
</tr>
<tr>
<td>University of Northern Iowa</td>
<td>41</td>
<td>29 (71%)</td>
<td>12 (29%)</td>
<td>12 (29%)</td>
<td>8 (28%)</td>
<td>4 (33%)</td>
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<tr>
<td>Iowa Educational Services for the Blind and Visually Impaired</td>
<td>1</td>
<td>0 (0%)</td>
<td>1 (100%)</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
</tr>
<tr>
<td>Iowa School for the Deaf</td>
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<td>0 (0%)</td>
<td>1 (100%)</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
</tr>
<tr>
<td>Total</td>
<td>306</td>
<td>255 (83%)</td>
<td>51 (17%)</td>
<td>94 (31%)</td>
<td>64 (25%)</td>
<td>30 (32%)</td>
</tr>
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</table>
Dear Board of Regents,

Thank you for the opportunity to comment regarding fiscal year 2023 Salary Policies. As employees of IESBVI, we appreciate the opportunity to serve children and families in our state who are in need of services. We also need to care for our own families. Our salaries have sometimes received small increments of no more than 2% within the past 7 years. The current rate of inflation has risen 7% in this past year alone. There was also an increase in the cost of our health insurance for the second year in a row. We are asking the BOR to consider a significant raise in our salaries for 2023.

Our professions as Teachers of the Visually Impaired and Orientation and Mobility Specialists are critical need fields. Qualified professionals in these areas are in shortage all across our country, as well as here in Iowa. Increasing our compensation package will entice other professionals to locate to Iowa to serve here, as well as retain the professionals already working here. Training new staff is a time consuming and expensive endeavor, which makes retaining staff much more cost effective.

Please strongly consider approving an increase in wages of a minimum of the cost of current inflation to help us keep our own families safe, healthy and stable.