

Contact: Kristin Bauer

FY 2023 SALARY POLICIES

Actions Requested:

1. Approve, effective July 1, 2022, Regent Employee Merit Increase and the Regent Merit System pay matrix (Attachment A); and
2. For all 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 2023 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. For all organized faculty and staff, each institution and the Board office, in consultation with the Executive Director and Board Leadership, may develop discretionary salary policies in addition to the Collective Bargaining contractual agreements in place for FY 2023; and
4. Grant the Executive Director the authority to approve FY 2023 salary policies.

Executive Summary:

REGENT MERIT SYSTEM SALARY POLICY

Regent Merit System Supervisory and Confidential Staff Wage Increase: Regent Merit System Supervisory and Confidential Staff wage increases, if any, will be set in salary policy.

Regent Merit System Employee Merit Increase: For FY 2023 the merit increase will be set at a minimum of 1% and up to 2%.

**Board of Regents, State of Iowa
Regent Merit Systems Pay Plan
July 1, 2022**

Grade	Pay Basis	7/1/2022 Minimum	7/1/2022 Maximum
1	Hourly	10.28	18.91
2	Hourly	11.28	19.73
3	Hourly	13.89	20.65
	Semi-Monthly	1,203.80	1,789.67
	Monthly	2,407.60	3,579.33
4	Annual	28,891.20	42,952.00
	Hourly	14.50	21.58
	Semi-Monthly	1,256.67	1,870.27
5	Monthly	2,513.33	3,740.53
	Annual	30,160.00	44,886.40
	Hourly	15.17	22.55
6	Semi-Monthly	1,314.73	1,954.33
	Monthly	2,629.47	3,908.67
	Annual	31,553.60	46,904.00
7	Hourly	15.86	23.57
	Semi-Monthly	1,374.53	2,042.73
	Monthly	2,749.07	4,085.47
8	Annual	32,988.80	49,025.60
	Hourly	16.55	24.64
	Semi-Monthly	1,434.33	2,135.47
9	Monthly	2,868.67	4,270.93
	Annual	34,424.00	51,251.20
	Hourly	17.30	25.74
10	Semi-Monthly	1,499.33	2,230.80
	Monthly	2,998.67	4,461.60
	Annual	35,984.00	53,539.20
11	Hourly	18.11	26.89
	Semi-Monthly	1,569.53	2,330.47
	Monthly	3,139.07	4,660.93
12	Annual	37,668.80	55,931.20
	Hourly	18.90	28.10
	Semi-Monthly	1,638.00	2,435.33
13	Monthly	3,276.00	4,870.67
	Annual	39,312.00	58,448.00
	Hourly	19.72	29.38
14	Semi-Monthly	1,709.07	2,546.27
	Monthly	3,418.13	5,092.53
	Annual	41,017.60	61,110.40
15	Hourly	20.65	30.70
	Semi-Monthly	1,789.67	2,660.67
	Monthly	3,579.33	5,321.33
16	Annual	42,952.00	63,856.00

Grade	Pay Basis	7/1/2022 Minimum	7/1/2022 Maximum
13	Hourly	21.54	32.08
	Semi-Monthly	1,866.80	2,780.27
	Monthly	3,733.60	5,560.53
14	Annual	44,803.20	66,726.40
	Hourly	22.55	33.50
	Semi-Monthly	1,954.33	2,903.33
15	Monthly	3,908.67	5,806.67
	Annual	46,904.00	69,680.00
	Hourly	23.55	35.02
16	Semi-Monthly	2,041.00	3,035.07
	Monthly	4,082.00	6,070.13
	Annual	48,984.00	72,841.60
17	Hourly	24.62	36.58
	Semi-Monthly	2,133.73	3,170.27
	Monthly	4,267.47	6,340.53
18	Annual	51,209.60	76,086.40
	Hourly	25.73	38.26
	Semi-Monthly	2,229.93	3,315.87
19	Monthly	4,459.87	6,631.73
	Annual	53,518.40	79,580.80
	Hourly	26.88	39.94
20	Semi-Monthly	2,329.60	3,461.47
	Monthly	4,659.20	6,922.93
	Annual	55,910.40	83,075.20
21	Hourly	28.07	41.73
	Semi-Monthly	2,432.73	3,616.60
	Monthly	4,865.47	7,233.20
22	Annual	58,385.60	86,798.40
	Hourly	29.33	43.61
	Semi-Monthly	2,541.93	3,779.53
23	Monthly	5,083.87	7,559.07
	Annual	61,006.40	90,708.80
	Hourly	30.65	45.58
24	Semi-Monthly	2,656.33	3,950.27
	Monthly	5,312.67	7,900.53
	Annual	63,752.00	94,806.40
25	Hourly	32.03	47.63
	Semi-Monthly	2,775.93	4,127.93
	Monthly	5,551.87	8,255.87
26	Annual	66,622.40	99,070.40
	Hourly	33.47	49.77
	Semi-Monthly	2,900.73	4,313.40
27	Monthly	5,801.47	8,626.80
	Annual	69,617.60	103,521.60