

Contact: Marcia Brunson

FY 2011 SALARY POLICIES

Actions Requested: Consider approval of the following effective July 1, 2010:

1. Nonorganized professional and scientific salary policies and pay matrices -- University of Iowa, Iowa State University, University of Northern Iowa, Iowa School for the Deaf, Iowa Braille and Sight Saving School, and the Board Office;
2. Faculty salary policies -- University of Iowa, Iowa State University, Iowa School for the Deaf and Iowa Braille and Sight Saving School;
3. Increase in the employer contribution to the defined contribution retirement plan from 8% to 9% at the University of Northern Iowa;
4. Faculty extracurricular pay schedules – Iowa School for the Deaf and Iowa Braille and Sight Saving School; and
5. Nonorganized Regent Merit System salary policies and pay matrices.

Executive Summary: The proposed institutional and Board Office salary policies for FY 2011 are summarized below. The statewide collective bargaining agreement with AFSCME provides for a 2% increase on July 1, 2010, and a 1% increase on January 1, 2011. The agreement also provides for continuation of step increases of 4.5% on the anniversary dates of eligible employees.

University of Iowa – Salary increases for faculty will be based upon individual contribution and performance. Average increases for faculty are expected to be about 2%. In addition, colleges having plans allowing variable, non-recurring compensation to faculty based on productivity will continue in FY 2011. These colleges are – College of Medicine, College of Dentistry, College of Pharmacy, and College of Nursing.

Salary increases for nonorganized professional and scientific (P&S) staff will be based on merit, and it is anticipated increases will average 2%. The P&S matrix is not increased on the minimums and is increased by 2% on the maximums (see Attachment A).

Salary policies negotiated in the current collective bargaining agreement with SEIU for the P&S staff included in the tertiary care unit are detailed in Attachment B. The university estimates the average increase in the SEIU unit to be 2.83%.

Minimum salaries for organized graduate students (COGS) are unchanged from FY 2010. Details of the agreement with COGS regarding tuition scholarships are detailed in Attachment C.

Iowa State University – Individual salary increases will be permitted, as follows, and funded by the individual budget units: (1) the standard increments for faculty promotions; (2) salary increments for P&S reclassifications; and (3) P&S staff, post docs and graduate assistants funded entirely from grants/contracts may receive salary increments as permitted in the grants/contracts. Individual increases may also be given if justified to address equity, merit or for retention.

The P&S matrix reflecting revisions to the university's P&S compensation program was approved by the Board in April (see Attachment D). A small number of P&S employees will receive increases

to bring their salaries to the minimums of their new pay grades when the revised P&S compensation program approved by the Board in April goes into effect July 1.

University of Northern Iowa – The University anticipates most P&S staff will receive merit increases of 3% on July 1, 2010, which mirrors the increase negotiated for the organized faculty. The proposed P&S matrix (Attachment E) is increased 2% at the minimum and maximum of each of the eight pay grades.

In October 2009, the Board approved a decrease in the employer contribution to the university's defined contribution retirement plan from 10% to 8% for a period beginning November 1, 2009, through June 30, 2011. The university is requesting approval to increase the employer contribution from 8% to 9% on July 1, 2010. The contribution would be as follows:

PLAN CONTRIBUTION AS A PERCENTAGE OF COMPENSATION

<u>Annual Salary</u>	<u>By the university</u>	<u>By the participant</u>
1 thru 5 years of service on the first \$4,800	6%	3 1/3%
Above \$4,800	9%	5%
Over 5 years of service	9%	5%

Iowa School for the Deaf – ISD proposes to increase the faculty salary matrix by 1.5% (Attachment F). Qualified faculty will continue to receive merit pay for sign language proficiency and professional certifications (Council for Education of the Deaf [CED] professional and provisional and American Speech-Language Hearing Association [ASHA]). These amounts are unchanged from FY 2010. Eligible faculty will receive a one-step increase and will also be provided increases for attainment of additional education. It is anticipated the average faculty increase will be 2.3%. The proposed extra curricular pay schedule is unchanged from FY 2010 (Attachment G).

ISD and IBSSS share a single P&S salary matrix (Attachment H). The proposed matrix is increased by 2.5% at the minimum and maximum of each of the six pay grades. ISD proposes an average increase of 2.25%. The salary policy allows for eligible P&S staff to receive merit pay for sign language proficiency at ISD. The amounts are based upon the employee's level of competency and are shown on the ISD faculty matrix. The amounts paid for sign language proficiency are unchanged from FY 2010.

Iowa Braille and Sight Saving School – IBSSS proposes to increase the faculty salary matrix by 2.5% (Attachment I). Qualified faculty will continue to receive stipends for professional certification (Academy for Certification of Vision, Rehabilitation, and Education Professionals [ACVREP]). This amount is unchanged from FY 2010. Eligible faculty will receive a one-step increase and will also be provided increases for attainment of additional education. It is anticipated the average faculty increase will be 4.1%.

As noted above, ISD and IBSSS share a single P&S salary matrix (Attachment H). The average P&S increase at IBSSS is anticipated to be 2.5%.

The extra-curricular pay scale for IBSSS is unchanged from FY 2010 (Attachment J).

Board Office – Proposed salary increases for Board Office employees, excluding the Executive Director, will be based on performance and will average approximately 2%. The proposed pay matrix is increased 2% at both the minimums and the maximums (Attachment K).

Regent Merit System – It is proposed that the pay policy for the nonorganized staff in the Regent Merit System be the same as that negotiated with AFSCME for employees in statewide bargaining units. The proposed nonorganized matrix is increased by 2% on July 1, 2010, and 1% on January 1, 2011 (Attachment L). Eligible employees (those not at the maximums of their pay grades) will continue to receive 4.5% increases on their anniversary dates. The institutions estimate that the average increases for AFSCME and nonorganized merit employees in FY 2011 will be as follows: SUI – 4.5%, ISU – 4.4%, UNI – 4.7%, ISD – 4.2%; IBSSS – 3.2%.

**University of Iowa
Professional and Scientific Salary Schedule FY 2011**

Grade	Minimum	1st Quartile	Midpoint	Third Quartile	Maximum
1	\$21,684	\$27,236	\$32,789	\$38,341	\$43,893
2	\$23,456	\$29,469	\$35,482	\$41,495	\$47,508
3	\$25,373	\$31,879	\$38,385	\$44,891	\$51,397
4	\$27,459	\$34,500	\$41,540	\$48,581	\$55,621
5	\$29,716	\$37,406	\$45,096	\$52,786	\$60,476
6	\$32,157	\$40,472	\$48,787	\$57,101	\$65,416
7	\$34,782	\$43,700	\$52,619	\$61,537	\$70,455
8	\$37,624	\$47,274	\$56,924	\$66,574	\$76,224
9	\$40,708	\$51,148	\$61,588	\$72,027	\$82,467
10	\$44,037	\$55,335	\$66,634	\$77,932	\$89,230
11	\$47,652	\$59,873	\$72,095	\$84,316	\$96,537
12	\$51,565	\$64,787	\$78,008	\$91,230	\$104,451
13	\$55,767	\$70,077	\$84,386	\$98,696	\$113,005
14	\$60,347	\$75,828	\$91,308	\$106,789	\$122,269
15	\$65,288	\$82,038	\$98,787	\$115,537	\$132,286
16	\$70,627	\$88,757	\$106,887	\$125,017	\$143,147
17	\$76,424	\$96,030	\$115,636	\$135,241	\$154,847
18	\$82,693	***	***	***	OPEN

**University of Iowa
Tertiary Health Care Bargaining Unit – SEIU**

The collective bargaining agreement contains the following salary provisions:

1. Bargaining unit employees employed on April 30, 2010 will receive a two percent (2%) salary increase on the employee's base salary effective July 1, 2010.
2. Bargaining unit employees employed on October 31, 2010 will receive another two percent (2%) salary increase on the employee's base salary effective January 1, 2011.
3. Staff members employed in the Staff Nurse classification in the Department of Nursing and assigned to units that require twenty-four (24) hour staffing on site, seven (7) days a week, as well as those nurses assigned to the Main Operating Room and the Post Anesthesia Care Unit (PACU), will continue to receive an additional differential of \$1,000 per year, based upon a full time equivalent. Staff employed less than full time will receive a prorated differential. Nurses who transfer out of the Department of Nursing units receiving the differential will have the amount removed from their base salary upon transfer.

**University of Iowa
Graduate Assistants – COGS**

The minimum salaries for Graduate Assistants, both Teaching Assistants and Research Assistants under the collective bargaining agreement between the Board of Regents and UE Local 896/COGS will remain unchanged for FY 2011:

Academic Year (50% Appointment):	\$16,575
Fiscal Year (50% Appointment):	\$20,258

Appointments at a different percent time will receive no less than the prorated minimum salary rate. Returning bargaining unit employees will not receive a minimum salary increase under the terms of the contract and will remain unchanged in pay under the Board of Regents salary policy.

Fiscal year appointments are effective July 1, 2010. Academic year appointments are effective with the start of the fall term, typically one week prior to the starting of classes or August 16, 2010. Summer Session Teaching Assistant appointments are based upon the prior academic year salary.

The minimum tuition scholarship provided to all bargaining unit graduate teaching and research assistants appointed for a total of 25% or more for the entire semester, academic year or fiscal year, will be \$3,612 for each semester (fall and spring), based upon full time enrollment (nine semester hours or more). The minimum tuition scholarship is prorated for a lesser number of credit hours enrolled.

Payment of tuition scholarship for graduate assistants appointed on the General Education Fund (GEF) will be coordinated by the Graduate College. Payment of tuition scholarship from other sources of funds (all non-GEF) will be budgeted through the appointing source.

Because the minimum tuition scholarship amount in the contract was predicated on a lower rate of increase for tuition, the minimum scholarship amount (\$3,612) is \$13 below the full scholarship rate of \$3,625. Departments may exceed the minimum to provide full tuition scholarship if resources are available.

IOWA STATE UNIVERSITY
PROFESSIONAL AND SCIENTIFIC SALARY SCHEDULE
FY 2011

Grade	Minimum	1st Third	Midpoint	Maximum	Spread
41	\$93,500	\$118,418	\$131,000	N/A	
40	\$81,800	\$103,600	\$114,500	N/A	
39	\$71,800	\$94,537	\$105,905	\$140,010	95%
38	\$64,154	\$82,331	\$91,420	\$118,686	85%
37	\$56,196	\$72,119	\$80,080	\$103,964	85%
36	\$51,088	\$65,563	\$72,800	\$94,512	85%
35	\$44,800	\$57,493	\$63,840	\$82,880	85%
34	\$39,474	\$50,658	\$56,250	\$73,026	85%
33	\$37,113	\$46,391	\$51,030	\$64,947	75%
32	\$33,676	\$42,095	\$46,305	\$58,934	75%
31	\$30,622	\$37,767	\$41,340	\$52,058	70%
30	\$28,257	\$34,379	\$37,440	\$46,623	65%

UNIVERSITY OF NORTHERN IOWA
FY 2011 P&S SALARY MATRIX

PAY GRADE	MINIMUM	FIRST QUARTILE	MIDPOINT	THIRD QUARTILE	MAXIMUM
I	24,600	31,860	39,130	46,390	53,660
II	28,160	36,590	45,020	53,440	61,870
III	32,410	42,350	52,290	62,240	72,180
IV	37,590	49,850	62,100	74,360	86,620
V	43,980	58,690	73,400	88,110	102,830
VI	52,900	70,440	87,980	105,520	123,060
VII	62,730	84,270	105,810	127,350	148,890
VIII	74,970	101,640	128,300	154,970	open

IOWA SCHOOL FOR THE DEAF
FY 2011 FACULTY SALARY MATRIX

Track Degree	I	II	III	IV	V	VI	VII
	BA	BA+15	BA+30	MA	MA+15	MA+30	ED SPEC
Beginning	39,713	41,441	43,169	46,625	48,353	50,081	51,809
Step 1	40,404	42,167	43,930	47,455	49,217	50,980	52,743
Step 2	41,109	42,907	44,706	48,302	50,100	51,897	53,695
Step 3	41,828	43,662	45,497	49,165	50,998	52,832	54,665
Step 4	42,562	44,432	46,303	50,044	51,914	53,786	55,656
Step 5	43,311	45,218	47,127	50,943	52,850	54,758	56,666
Step 6	44,074	46,020	47,967	51,859	53,805	55,751	57,697
Step 7	44,852	46,837	48,823	52,792	54,777	56,762	58,748
Step 8	45,646	47,670	49,695	53,745	55,769	57,794	59,819
Step 9		48,522	50,586	54,717	56,782	58,847	60,913
Step 10		49,389	51,496	55,709	57,815	59,922	62,028
Step 11		50,273	52,422	56,720	58,868	61,017	63,165
Step 12			53,367	57,751	59,943	62,134	64,326
Step 13			54,322	58,803	61,038	63,274	65,508
Step 14			55,316	59,876	62,156	64,436	66,716
Step 15				60,970	63,295	65,621	67,947
Step 16				62,086	64,458	66,831	69,204
Step 17					65,644	68,064	70,484
Step 18					66,855	69,323	71,791
Step 19						70,607	73,123
Step 20						71,915	74,483

CED	Provisional	\$750	Sign Language Certification:	
	Professional	\$1,500	Intermediate Plus	\$200
	(ASHA)	\$750	Advanced	\$400
			Advanced Plus	\$600
			Superior	\$800
			Superior Plus	\$1,000

**IOWA SCHOOL FOR THE DEAF
SUPPLEMENTAL PAY
FY 2011**

HEAD COACH

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
BASKETBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
VOLLEYBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
TRACK	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
WRESTLING	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
CHEERLEADING	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010

ASSISTANT HIGH SCHOOL/JUNIOR HIGH SCHOOL

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
BASKETBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
VOLLEYBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
TRACK	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
WRESTLING	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129

EXTRACURRICULAR

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
SENIORS	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240
JUNIORS	931	931	931	931	931	931	931	931	931	931	931	931	931	931	931
CONCESSIONS	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408
YEARBOOK	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408
OTHER	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408

IOWA SCHOOL FOR THE DEAF
IOWA BRAILLE AND SIGHT SAVING SCHOOL
PROFESSIONAL AND SCIENTIFIC SALARY SCHEDULE

FY 2011

Salary Grade	Minimum	Midpoint	Maximum	Spread
1	\$31,837	\$38,719	\$45,601	43.23%
2	\$34,233	\$42,150	\$50,066	46.25%
3	\$38,653	\$47,622	\$56,590	46.40%
4	\$42,775	\$53,808	\$64,842	51.59%
5	\$47,185	\$59,787	\$72,390	53.42%
6	\$52,690	\$67,496	\$82,301	56.20%

SALARY GRADE ASSIGNMENTS

- 3 Accountant (ISD)
Educational Interpreter (ISD)
Recreation Utilization Coordinator (ISD)
Registered Nurse I (ISD)
Residential Counselor (ISD)
Residential Programmer (IBSSS)
Sign Language Communications Program Coordinator (ISD)
- 4 Administrative Assistant (ISD)
Athletic Director (ISD)
Human Resources Specialist (IBSSS)
Student Life Advisor (ISD)
- 5 Director of Development (ISD)
Director of Human Resources (ISD)
Family Services Specialist (IBSSS)
Information Technology Specialist (ISD/IBSSS)
Outreach Coordinator (ISD)
Registered Nurse, Head (ISD/IBSSS)
Residence Dean (ISD/IBSSS)

IOWA BRAILLE AND SIGHT SAVING SCHOOL
FY 2011 FACULTY SALARY MATRIX

Track Degree	I BA	II BA+15	III BA+30	IV MA	V MA+15	VI MA+30	VII ED SPEC
Beginning	40,065	41,806	43,547	47,030	48,771	50,512	52,253
Step 1	40,761	42,537	44,313	47,865	49,641	51,417	53,193
Step 2	41,472	43,283	45,095	48,718	50,529	52,341	54,152
Step 3	42,196	44,044	45,892	49,587	51,435	53,283	55,130
Step 4	42,936	44,820	46,705	50,474	52,359	54,243	56,128
Step 5	43,689	45,612	47,534	51,379	53,301	55,224	57,146
Step 6	44,458	46,419	48,380	52,302	54,262	56,223	58,184
Step 7	45,243	47,243	49,243	53,243	55,243	57,243	59,243
Step 8	46,043	48,083	50,123	54,203	56,243	58,283	60,323
Step 9	46,859	48,939	51,020	55,182	57,263	59,344	61,424
Step 10	47,691	49,813	51,936	56,181	58,303	60,426	62,548
Step 11	48,540	50,705	52,870	57,199	59,364	61,529	63,694
Step 12	49,406	51,614	53,822	58,239	60,447	62,655	64,863
Step 13	50,289	52,542	54,794	59,299	61,551	63,803	66,056
Step 14	51,190	53,488	55,785	60,380	62,677	64,974	67,272
Step 15	52,109	54,452	56,796	61,482	63,826	66,169	68,512
Step 16	53,046	55,437	57,827	62,607	64,997	67,388	69,778
Step 17	54,002	56,441	58,879	63,755	66,193	68,631	71,069
Step 18	54,978	57,464	59,951	64,925	67,412	69,898	72,385
Step 19	55,972	58,509	61,045	66,118	68,655	71,191	73,728
Step 20	56,987	59,574	62,161	67,336	69,923	72,510	75,098

ACVREP 900

For individuals with an appropriate Ph.D., the Superintendent has the authority to pay 10% above in person's relative position on the Ed. Spec. track.

Iowa Braille and Sight Saving School
Faculty Extracurricular Pay Schedule
FY 2011

Faculty ECA Positions	Stipend
Track & Field Coach	\$3,000.00
Cheerleading Coach	\$3,000.00
Swimming Coach	\$3,000.00
Forensics Coach	\$3,000.00
Goal Ball Coach	\$3,000.00
Chaperone	\$200.00/night

BOARD OF REGENTS, STATE OF IOWA
Board Office P&S Salary Schedule
Proposed FY 2011

Salary Grade	Minimum	Midpoint	Maximum
1	\$31,058	\$37,329	\$52,402
2	\$36,649	\$44,048	\$61,834
3	\$43,244	\$51,976	\$72,965
4	\$51,029	\$61,332	\$86,097
5	\$60,213	\$72,372	\$101,595
6	\$71,052	\$85,399	\$119,882
7	\$83,841	\$100,771	\$141,462
8	\$98,932	\$118,909	\$166,924
9	\$100,840*		\$154,300

Assignment of Classifications to Pay Grades

- 2 Senior Administrative Assistant
- 3 Executive Assistant
Student Relations Officer
Technical Specialist**
- 4 Assistant Counsel
Policy and Operations Analyst**
- 5 Regents Associate Counsel**
Regents Communications Officer
- 6 Policy and Operations Officer**
- 7 Chief Academic Officer
Chief Business Officer
Regents General Counsel
- 9 Executive Director

*(Salary range provided in 2008 Iowa Acts, Chapter 1191, Section 14)

University of Iowa P&S Positions Detailed to the Board Office

Position	SUI Pay Grade	Salary Range
Policy and Operations Officer **	14	\$60,347 - \$122,269
Policy and Operations Analyst **	10	\$44,037 - \$89,230
Regents Associate Counsel	10	\$44,037 - \$89,230
Technical Specialist **	8	\$37,624 - \$76,224
Director, Internal Audit	15	\$65,288 - \$132,286

** in both the Board Office System and SUI system

Other positions

State Relations Officer	SUI Grade 17	\$76,424 - \$154,847
	ISU Grade 39	\$71,800 - \$140,010
	UNI Grade 6	\$52,900 - \$123,060

Board of Regents, State of Iowa
Regent Merit System
Nonorganized Pay Plan
July 1, 2010 - December 31, 2010
(Based on 2088 work hours in calendar year 2010)

Grade	Pay Basis	7/1/2010 Minimum	7/1/2010 Maximum
1	Hourly	8.31	15.30
2	Hourly	9.14	15.98
3	Hourly	11.23	16.70
	Semi-Monthly	977.01	1,452.90
	Monthly	1,954.02	2,905.80
	Annual	23,448.24	34,869.60
4	Hourly	11.74	17.46
	Semi-Monthly	1,021.38	1,519.02
	Monthly	2,042.76	3,038.04
	Annual	24,513.12	36,456.48
5	Hourly	12.26	18.24
	Semi-Monthly	1,066.62	1,586.88
	Monthly	2,133.24	3,173.76
	Annual	25,598.88	38,085.12
6	Hourly	12.82	19.06
	Semi-Monthly	1,115.34	1,658.22
	Monthly	2,230.68	3,316.44
	Annual	26,768.16	39,797.28
7	Hourly	13.39	19.92
	Semi-Monthly	1,164.93	1,733.04
	Monthly	2,329.86	3,466.08
	Annual	27,958.32	41,592.96
8	Hourly	13.99	20.82
	Semi-Monthly	1,217.13	1,811.34
	Monthly	2,434.26	3,622.68
	Annual	29,211.12	43,472.16
9	Hourly	14.64	21.75
	Semi-Monthly	1,273.68	1,892.25
	Monthly	2,547.36	3,784.50
	Annual	30,568.32	45,414.00
10	Hourly	15.29	22.73
	Semi-Monthly	1,330.23	1,977.51
	Monthly	2,660.46	3,955.02
	Annual	31,925.52	47,460.24
11	Hourly	15.97	23.77
	Semi-Monthly	1,389.39	2,067.99
	Monthly	2,778.78	4,135.98
	Annual	33,345.36	49,631.76
12	Hourly	16.70	24.82
	Semi-Monthly	1,452.90	2,159.34
	Monthly	2,905.80	4,318.68
	Annual	34,869.60	51,824.16
13	Hourly	17.44	25.93
	Semi-Monthly	1,517.28	2,255.91
	Monthly	3,034.56	4,511.82
	Annual	36,414.72	54,141.84

**Board of Regents, State of Iowa
Regent Merit System
Nonorganized Pay Plan
July 1, 2010 - December 31, 2010
(Based on 2088 work hours in calendar year 2010)**

14	Hourly	18.24	27.10
	Semi-Monthly	1,586.88	2,357.70
	Monthly	3,173.76	4,715.40
	Annual	38,085.12	56,584.80
15	Hourly	19.05	28.33
	Semi-Monthly	1,657.35	2,464.71
	Monthly	3,314.70	4,929.42
	Annual	39,776.40	59,153.04
16	Hourly	19.91	29.58
	Semi-Monthly	1,732.17	2,573.46
	Monthly	3,464.34	5,146.92
	Annual	41,572.08	61,763.04
17	Hourly	20.81	30.94
	Semi-Monthly	1,810.47	2,691.78
	Monthly	3,620.94	5,383.56
	Annual	43,451.28	64,602.72
18	Hourly	21.74	32.32
	Semi-Monthly	1,891.38	2,811.84
	Monthly	3,782.76	5,623.68
	Annual	45,393.12	67,484.16

Board of Regents, State of Iowa
Regent Merit System
Nonorganized Pay Plan
January 1, 2011 - June 30, 2011
(Based on 2080 work hours in calendar year 2011)

Grade	Pay Basis	1/1/2011 Minimum	1/1/2011 Maximum
1	Hourly	8.39	15.45
2	Hourly	9.23	16.14
3	Hourly	11.34	16.87
	Semi-Monthly	982.80	1,462.07
	Monthly	1,965.60	2,924.13
	Annual	23,587.20	35,089.60
4	Hourly	11.86	17.63
	Semi-Monthly	1,027.87	1,527.93
	Monthly	2,055.73	3,055.87
	Annual	24,668.80	36,670.40
5	Hourly	12.38	18.42
	Semi-Monthly	1,072.93	1,596.40
	Monthly	2,145.87	3,192.80
	Annual	25,750.40	38,313.60
6	Hourly	12.95	19.25
	Semi-Monthly	1,122.33	1,668.33
	Monthly	2,244.67	3,336.67
	Annual	26,936.00	40,040.00
7	Hourly	13.52	20.12
	Semi-Monthly	1,171.73	1,743.73
	Monthly	2,343.47	3,487.47
	Annual	28,121.60	41,849.60
8	Hourly	14.13	21.03
	Semi-Monthly	1,224.60	1,822.60
	Monthly	2,449.20	3,645.20
	Annual	29,390.40	43,742.40
9	Hourly	14.79	21.97
	Semi-Monthly	1,281.80	1,904.07
	Monthly	2,563.60	3,808.13
	Annual	30,763.20	45,697.60
10	Hourly	15.44	22.96
	Semi-Monthly	1,338.13	1,989.87
	Monthly	2,676.27	3,979.73
	Annual	32,115.20	47,756.80
11	Hourly	16.13	24.01
	Semi-Monthly	1,397.93	2,080.87
	Monthly	2,795.87	4,161.73
	Annual	33,550.40	49,940.80

Board of Regents, State of Iowa
Regent Merit System
Nonorganized Pay Plan
January 1, 2011 - June 30, 2011
(Based on 2080 work hours in calendar year 2011)

12	Hourly	16.87	25.07
	Semi-Monthly	1,462.07	2,172.73
	Monthly	2,924.13	4,345.47
	Annual	35,089.60	52,145.60
13	Hourly	17.61	26.19
	Semi-Monthly	1,526.20	2,269.80
	Monthly	3,052.40	4,539.60
	Annual	36,628.80	54,475.20
14	Hourly	18.42	27.37
	Semi-Monthly	1,596.40	2,372.07
	Monthly	3,192.80	4,744.13
	Annual	38,313.60	56,929.60
15	Hourly	19.24	28.61
	Semi-Monthly	1,667.47	2,479.53
	Monthly	3,334.93	4,959.07
	Annual	40,019.20	59,508.80
16	Hourly	20.11	29.88
	Semi-Monthly	1,742.87	2,589.60
	Monthly	3,485.73	5,179.20
	Annual	41,828.80	62,150.40
17	Hourly	21.02	31.25
	Semi-Monthly	1,821.73	2,708.33
	Monthly	3,643.47	5,416.67
	Annual	43,721.60	65,000.00
18	Hourly	21.96	32.64
	Semi-Monthly	1,903.20	2,828.80
	Monthly	3,806.40	5,657.60
	Annual	45,676.80	67,891.20