

Contact: Aimee Claeys
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FY 2018 SALARY POLICIES

Actions Requested:

1. Approve, effective July 1, 2017, the 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 2018 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 2018 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 one percent (1.0%) increase on July 1, 2017. The Board of Regents employs approximately six thousand five hundred (6,500) AFSCME covered staff in blue collar, security, technical and clerical units at its institutions.

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU – tertiary care employees at UIHC): The parties failed to reach an agreement, so beginning on July 1, 2017, there will not be a collective bargaining in place between the parties. The University of Iowa Hospitals and Clinics will provide an increase of two percent (2.00%) on July 1, 2017 (there are no step increases). There are approximately three thousand four hundred (3,400) SEIU covered staff.

COGS (University of Iowa graduate assistants): A collective bargaining agreement for a two-year contract beginning July 1, 2017, with the United Electrical, Radio and Machine Workers of America, Local 896/COGS provides a one and one-tenth percent (1.1%) increase in the average graduate assistant stipend on July 1, 2017 (there are no steps). There are approximately two thousand two hundred fifty (2,250) COGS covered staff.

UNI – UNITED FACULTY (faculty at the University of Northern Iowa): A voluntary agreement for a two-year contract beginning July 1, 2017, was reached with the organized faculty (UNI-United Faculty). The agreement provides for a wage increase of one and one-tenth percent (1.1%) on July 1, 2017 (there are no step increases). There are approximately seven hundred (700) UNI-United Faculty covered staff.

REGENT MERIT SYSTEM SALARY POLICY

Regent Merit System Supervisory and Confidential Staff Wage Increase: As customary, the wage increase 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, 2017, provides for a one percent (1.0%) increase on July 1, 2017.

Regent Merit System Employee Merit/Step Increase: Due to amendments made to Iowa Code Chapter 20 during the 2017 legislative session, merit/step increases will be set in salary policy for both represented and non-represented merit employees. For FY 18 no merit/step increases will be given.

**Board of Regents, State of Iowa
Regent Merit System Pay Matrix
July 1, 2017**

Board of Regents, State of Iowa
Regent Merit System Pay Plan
July 1, 2017

Grade	Pay Basis	7/1/2017 Minimum	7/1/2017 Maximum	Grade	Pay Basis	7/1/2017 Minimum	7/1/2017 Maximum
1	Hourly	9.55	17.57	12	Hourly	19.19	28.52
2	Hourly	10.49	18.34		Semi-Monthly	1,663.13	2,471.73
3	Hourly	12.91	19.19		Monthly	3,326.27	4,943.47
	Semi-Monthly	1,118.87	1,663.13		Annual	39,915.20	59,321.60
	Monthly	2,237.73	3,326.27	13	Hourly	20.03	29.80
Annual	26,852.80	39,915.20			Semi-Monthly	1,735.93	2,582.67
4	Hourly	13.47	20.06			Monthly	3,471.87
	Semi-Monthly	1,167.40	1,738.53		Annual	41,662.40	61,984.00
	Monthly	2,334.80	3,477.07	14	Hourly	20.96	31.14
Annual	28,017.60	41,724.80			Semi-Monthly	1,816.53	2,698.80
5	Hourly	14.09	20.96			Monthly	3,633.07
	Semi-Monthly	1,221.13	1,816.53		Annual	43,596.80	64,771.20
	Monthly	2,442.27	3,633.07	15	Hourly	21.89	32.54
Annual	29,307.20	43,596.80			Semi-Monthly	1,897.13	2,820.13
6	Hourly	14.74	21.91			Monthly	3,794.27
	Semi-Monthly	1,277.47	1,898.87		Annual	45,531.20	67,683.20
	Monthly	2,554.93	3,797.73	16	Hourly	22.87	33.99
Annual	30,659.20	45,572.80			Semi-Monthly	1,982.07	2,945.80
7	Hourly	15.38	22.88			Monthly	3,964.13
	Semi-Monthly	1,332.93	1,982.93		Annual	47,569.60	70,699.20
	Monthly	2,665.87	3,965.87	17	Hourly	23.90	35.55
Annual	31,990.40	47,590.40			Semi-Monthly	2,071.33	3,081.00
8	Hourly	16.07	23.91			Monthly	4,142.67
	Semi-Monthly	1,392.73	2,072.20		Annual	49,712.00	73,944.00
	Monthly	2,785.47	4,144.40	18	Hourly	24.98	37.12
Annual	33,425.60	49,732.80			Semi-Monthly	2,164.93	3,217.07
9	Hourly	16.83	24.99			Monthly	4,329.87
	Semi-Monthly	1,458.60	2,165.80		Annual	51,958.40	77,209.60
	Monthly	2,917.20	4,331.60	19	Hourly	26.09	38.78
Annual	35,006.40	51,979.20			Semi-Monthly	2,261.13	3,360.93
10	Hourly	17.56	26.11			Monthly	4,522.27
	Semi-Monthly	1,521.87	2,262.87		Annual	54,267.20	80,662.40
	Monthly	3,043.73	4,525.73				
11	Hourly	18.33	27.30				
	Semi-Monthly	1,588.60	2,366.00				
	Monthly	3,177.20	4,732.00				
	Annual	38,126.40	56,784.00				