

Contact: Aimee Claeys
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FY 2019 SALARY POLICIES

Actions Requested:

1. Approve, effective July 1, 2018, 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 2019 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 2019 salary policies.

Executive Summary:

COLLECTIVE BARGAINING AGREEMENTS

American Federation of State, County, and Municipal Employees (AFSCME - all institutions): The statewide collective bargaining agreement (CBA) with AFSCME provides for a one percent (1.0%) increase on July 1, 2018, for employees in the bargaining units covered by this CBA. The Board of Regents employs approximately six thousand four hundred (6,400) AFSCME covered staff in blue collar, education, 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 on a two (2) year CBA as required by law, so continuing on July 1, 2018, 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, 2018 (there are no step increases). There are approximately three thousand seven hundred (3,700) 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, 2018 (there are no steps). There are approximately two thousand (2,000) 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 six hundred sixty (660) 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, 2018.

Regent Merit System Employee Merit/Step Increase: Merit/step increases will be set in salary policy for both represented and non-represented merit employees. For FY 19 no merit/step increases will be given.

**Board of Regents, State of Iowa
Regent Merit System Pay Plan
July 1, 2018**

Grade	Pay Basis	7/1/2018 Minimum	7/1/2018 Maximum
1	Hourly	9.65	17.75
2	Hourly	10.59	18.52
3	Hourly	13.04	19.38
	Semi-Monthly	1,134.48	1,686.06
	Monthly	2,268.96	3,372.12
	Annual	27,227.52	40,465.44
4	Hourly	13.60	20.26
	Semi-Monthly	1,183.20	1,762.62
	Monthly	2,366.40	3,525.24
	Annual	28,396.80	42,302.88
5	Hourly	14.23	21.17
	Semi-Monthly	1,238.01	1,841.79
	Monthly	2,476.02	3,683.58
	Annual	29,712.24	44,202.96
6	Hourly	14.89	22.13
	Semi-Monthly	1,295.43	1,925.31
	Monthly	2,590.86	3,850.62
	Annual	31,090.32	46,207.44
7	Hourly	15.53	23.11
	Semi-Monthly	1,351.11	2,010.57
	Monthly	2,702.22	4,021.14
	Annual	32,426.64	48,253.68
8	Hourly	16.23	24.15
	Semi-Monthly	1,412.01	2,101.05
	Monthly	2,824.02	4,202.10
	Annual	33,888.24	50,425.20
9	Hourly	17.00	25.24
	Semi-Monthly	1,479.00	2,195.88
	Monthly	2,958.00	4,391.76
	Annual	35,496.00	52,701.12
10	Hourly	17.74	26.37
	Semi-Monthly	1,543.38	2,294.19
	Monthly	3,086.76	4,588.38
	Annual	37,041.12	55,060.56
11	Hourly	18.51	27.57
	Semi-Monthly	1,610.37	2,398.59
	Monthly	3,220.74	4,797.18
	Annual	38,648.88	57,566.16
12	Hourly	19.38	28.81
	Semi-Monthly	1,686.06	2,506.47
	Monthly	3,372.12	5,012.94
	Annual	40,465.44	60,155.28
13	Hourly	20.23	30.10
	Semi-Monthly	1,760.01	2,618.70
	Monthly	3,520.02	5,237.40
	Annual	42,240.24	62,848.80
14	Hourly	21.17	31.45
	Semi-Monthly	1,841.79	2,736.15
	Monthly	3,683.58	5,472.30
	Annual	44,202.96	65,667.60
15	Hourly	22.11	32.87
	Semi-Monthly	1,923.57	2,859.69
	Monthly	3,847.14	5,719.38
	Annual	46,165.68	68,632.56
16	Hourly	23.10	34.33
	Semi-Monthly	2,009.70	2,986.71
	Monthly	4,019.40	5,973.42
	Annual	48,232.80	71,681.04
17	Hourly	24.14	35.91
	Semi-Monthly	2,100.18	3,124.17
	Monthly	4,200.36	6,248.34
	Annual	50,404.32	74,980.08
18	Hourly	25.23	37.49
	Semi-Monthly	2,195.01	3,261.63
	Monthly	4,390.02	6,523.26
	Annual	52,680.24	78,279.12
19	Hourly	26.35	39.17
	Semi-Monthly	2,292.45	3,407.79
	Monthly	4,584.90	6,815.58
	Annual	55,018.80	81,786.96