

Contact: Aimee Claeys  
Tim Cook

### FY 2020 SALARY POLICIES

#### Actions Requested:

1. Approve, effective July 1, 2019, 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 2020 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 2020 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 a two and one tenth percent (2.1%) increase on July 1, 2019, 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): A CBA for a two-year contract beginning July 1, 2019, with SEIU provides two and one tenth percent (2.1%) increase on July 1, 2019, for employees covered by this CBA. There are approximately three thousand seven hundred (3,800) SEIU covered staff.

COGS (University of Iowa graduate assistants): A CBA for a two-year contract beginning July 1, 2019, with the United Electrical, Radio and Machine Workers of America, Local 896/COGS provides a two and one tenth percent (2.1%) increase in the average graduate assistant stipend on July 1, 2019 (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 CBA for a two-year contract beginning July 1, 2019, was reached with UNI-United Faculty. The agreement provides for a wage increase of a two and one tenth percent (2.1%) on July 1, 2019 (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, 2019, provides for a two and one tenth percent (2.1%) increase on July 1, 2019.

Regent Merit System Employee Merit Increase: Merit increases will be set in salary policy for both represented and non-represented merit employees.

**Board of Regents, State of Iowa  
Regent Merit System Pay Plan  
July 1, 2019**

Grade	Pay Basis	7/1/2019 Minimum	7/1/2019 Maximum
1	Hourly	9.85	18.12
2	Hourly	10.81	18.91
3	Hourly	13.31	19.79
	Semi-Monthly	1,157.97	1,721.73
	Monthly	2,315.94	3,443.46
4	Annual	27,791.28	41,321.52
	Hourly	13.89	20.69
	Semi-Monthly	1,208.43	1,800.03
5	Monthly	2,416.86	3,600.06
	Annual	29,002.32	43,200.72
	Hourly	14.53	21.61
6	Semi-Monthly	1,264.11	1,880.07
	Monthly	2,528.22	3,760.14
	Annual	30,338.64	45,121.68
7	Hourly	15.20	22.59
	Semi-Monthly	1,322.40	1,965.33
	Monthly	2,644.80	3,930.66
8	Annual	31,737.60	47,167.92
	Hourly	15.86	23.60
	Semi-Monthly	1,379.82	2,053.20
9	Monthly	2,759.64	4,106.40
	Annual	33,115.68	49,276.80
	Hourly	16.57	24.66
10	Semi-Monthly	1,441.59	2,145.42
	Monthly	2,883.18	4,290.84
	Annual	34,598.16	51,490.08
11	Hourly	17.36	25.77
	Semi-Monthly	1,510.32	2,241.99
	Monthly	3,020.64	4,483.98
12	Annual	36,247.68	53,807.76
	Hourly	18.11	26.92
	Semi-Monthly	1,575.57	2,342.04
13	Monthly	3,151.14	4,684.08
	Annual	37,813.68	56,208.96
	Hourly	18.90	28.15
14	Semi-Monthly	1,644.30	2,449.05
	Monthly	3,288.60	4,898.10
	Annual	39,463.20	58,777.20

Grade	Pay Basis	7/1/2019 Minimum	7/1/2019 Maximum
12	Hourly	19.79	29.42
	Semi-Monthly	1,721.73	2,559.54
	Monthly	3,443.46	5,119.08
13	Annual	41,321.52	61,428.96
	Hourly	20.65	30.73
	Semi-Monthly	1,796.55	2,673.51
14	Monthly	3,593.10	5,347.02
	Annual	43,117.20	64,164.24
	Hourly	21.61	32.11
15	Semi-Monthly	1,880.07	2,793.57
	Monthly	3,760.14	5,587.14
	Annual	45,121.68	67,045.68
16	Hourly	22.57	33.56
	Semi-Monthly	1,963.59	2,919.72
	Monthly	3,927.18	5,839.44
17	Annual	47,126.16	70,073.28
	Hourly	23.59	35.05
	Semi-Monthly	2,052.33	3,049.35
18	Monthly	4,104.66	6,098.70
	Annual	49,255.92	73,184.40
	Hourly	24.65	36.66
19	Semi-Monthly	2,144.55	3,189.42
	Monthly	4,289.10	6,378.84
	Annual	51,469.20	76,546.08
20	Hourly	25.76	38.28
	Semi-Monthly	2,241.12	3,330.36
	Monthly	4,482.24	6,660.72
21	Annual	53,786.88	79,928.64
	Hourly	26.90	39.99
	Semi-Monthly	2,340.30	3,479.13
22	Monthly	4,680.60	6,958.26
	Annual	56,167.20	83,499.12