

Contact: Kristin Bauer

FY 2021 SALARY POLICIES

Actions Requested:

1. Approve, effective July 1, 2020, 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 2021 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 2021 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: Merit increases, if any, 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, 2020

Grade	Pay Basis	7/1/2020 Minimum	7/1/2020 Maximum
1	Hourly	10.06	18.50
2	Hourly	11.04	19.31
3	Hourly	13.59	20.21
	Semi-Monthly	1,186.86	1,765.01
	Monthly	2,373.72	3,530.01
	Annual	28,484.64	42,360.16
4	Hourly	14.18	21.12
	Semi-Monthly	1,238.39	1,844.48
	Monthly	2,476.77	3,688.96
	Annual	29,721.28	44,267.52
5	Hourly	14.84	22.06
	Semi-Monthly	1,296.03	1,926.57
	Monthly	2,592.05	3,853.15
	Annual	31,104.64	46,237.76
6	Hourly	15.52	23.06
	Semi-Monthly	1,355.41	2,013.91
	Monthly	2,710.83	4,027.81
	Annual	32,529.92	48,333.76
7	Hourly	16.19	24.10
	Semi-Monthly	1,413.93	2,104.73
	Monthly	2,827.85	4,209.47
	Annual	33,934.24	50,513.60
8	Hourly	16.92	25.18
	Semi-Monthly	1,477.68	2,199.05
	Monthly	2,955.36	4,398.11
	Annual	35,464.32	52,777.28
9	Hourly	17.72	26.31
	Semi-Monthly	1,547.55	2,297.74
	Monthly	3,095.09	4,595.48
	Annual	37,141.12	55,145.76
10	Hourly	18.49	27.49
	Semi-Monthly	1,614.79	2,400.79
	Monthly	3,229.59	4,801.59
	Annual	38,755.04	57,619.04
11	Hourly	19.30	28.74
	Semi-Monthly	1,685.53	2,509.96
	Monthly	3,371.07	5,019.92
	Annual	40,452.80	60,239.04

Grade	Pay Basis	7/1/2020 Minimum	7/1/2020 Maximum
12	Hourly	20.21	30.04
	Semi-Monthly	1,765.01	2,623.49
	Monthly	3,530.01	5,246.99
	Annual	42,360.16	62,963.84
13	Hourly	21.08	31.38
	Semi-Monthly	1,840.99	2,740.52
	Monthly	3,681.97	5,481.04
	Annual	44,183.68	65,772.48
14	Hourly	22.06	32.78
	Semi-Monthly	1,926.57	2,862.79
	Monthly	3,853.15	5,725.57
	Annual	46,237.76	68,706.88
15	Hourly	23.04	34.26
	Semi-Monthly	2,012.16	2,992.04
	Monthly	4,024.32	5,984.08
	Annual	48,291.84	71,808.96
16	Hourly	24.09	35.79
	Semi-Monthly	2,103.86	3,125.66
	Monthly	4,207.72	6,251.32
	Annual	50,492.64	75,015.84
17	Hourly	25.17	37.43
	Semi-Monthly	2,198.18	3,268.89
	Monthly	4,396.36	6,537.77
	Annual	52,756.32	78,453.28
18	Hourly	26.30	39.08
	Semi-Monthly	2,296.87	3,412.99
	Monthly	4,593.73	6,825.97
	Annual	55,124.80	81,911.68
19	Hourly	27.46	40.83
	Semi-Monthly	2,398.17	3,565.82
	Monthly	4,796.35	7,131.64
	Annual	57,556.16	85,579.68

*On January 1, 2021 the number of weekday calendar hours will change from 2096 to 2088.