

Contact: Kristin Bauer Davis

IOWA STATE UNIVERSITY PROFESSIONAL AND SCIENTIFIC PAY GRADE STRUCTURE

Action Requested: Consider approval of a three percent (3%) increase to Iowa State University's Professional and Scientific (P&S) Pay Grade structure with an effective date of July 1, 2024.

Executive Summary: Pursuant to Regent Policy Manual section 2.1.3.D.ii, Iowa State University is proposing a shift to the P&S pay grade structure by three percent (3%) to maintain the overall health of the P&S compensation structure. The proposal is based on median increases for higher education and general industry since the last adjustment in 2022. Incumbents below the minimum of new grades would be increased to at least the minimum on or before October 1, 2024. Those employees below the minimum are required to receive an increase, however units may choose to adjust salaries to align with the market at any time within the pay grade.

P&S Salary Pay Grade Structure

(effective July 1, 2024)

Grade	Minimum	First Third	Midpoint	Top Third	Maximum
PS816	\$187,540		\$253,179		N/A
PS815	\$159,608	\$196,850	\$215,471	\$234,092	\$271,334
PS814	\$135,837	\$167,532	\$183,380	\$199,228	\$230,923
PS813	\$115,606	\$142,581	\$156,068	\$169,555	\$196,530
PS812	\$98,388	\$121,345	\$132,824	\$144,303	\$167,260
PS811	\$83,734	\$103,272	\$113,041	\$122,810	\$142,348
PS810	\$72,608	\$88,340	\$96,205	\$104,071	\$119,803
PS809	\$63,137	\$76,817	\$83,657	\$90,496	\$104,176
PS808	\$54,902	\$66,797	\$72,745	\$78,693	\$90,588
PS807	\$47,741	\$58,085	\$63,257	\$68,429	\$78,773
PS806	\$41,514	\$50,509	\$55,006	\$59,503	\$68,498
PS805	\$36,793	\$44,152	\$47,831	\$51,510	\$58,869
PS804	\$32,240	\$39,218	\$42,707	\$46,196	\$53,174
PS803	\$31,200	\$35,821	\$38,132	\$40,443	\$45,064
PS802	\$28,372	\$32,155	\$34,046	\$35,938	\$39,721
PS801	\$25,332	\$28,710	\$30,398	\$32,087	\$35,465