

Contact: Kristin Bauer Davis

**FY 2026 SALARY POLICIES****Actions Requested:**

1. Approve, effective July 1, 2025, Regent Employee Merit Increase, the Regent Merit System pay matrix (Attachment A) and the Public Safety Merit Exempt Pay Plan (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 2026 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. For all organized faculty and staff, each institution and the Board Office, in consultation with the Executive Director and Board Leadership, may develop discretionary salary policies in addition to the collective bargaining contractual agreements in place for FY 2026; and
4. Grant the Executive Director the authority to approve FY 2026 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 wages increases, if any, will be set in salary policy.

**Regent Merit System Employee Merit Increase:** For FY 2026 the merit increase will be set at a minimum of 1% and up to 2%.

Iowa Board of Regents  
Regent Merit System Pay Plan  
July 1, 2025

Grade	Pay Basis	7/1/2025 Minimum	7/1/2025 Maximum
3	Hourly	15.03	22.35
	Monthly	2,615.22	3,888.90
	Annual	31,382.64	46,666.80
4	Hourly	15.70	23.36
	Monthly	2,731.80	4,064.64
	Annual	32,781.60	48,775.68
5	Hourly	16.42	24.41
	Monthly	2,857.08	4,247.34
	Annual	34,284.96	50,968.08
6	Hourly	17.17	25.51
	Monthly	2,987.58	4,438.74
	Annual	35,850.96	53,264.88
7	Hourly	17.91	26.66
	Monthly	3,116.34	4,638.84
	Annual	37,396.08	55,666.08
8	Hourly	18.72	27.86
	Monthly	3,257.28	4,847.64
	Annual	39,087.36	58,171.68
9	Hourly	19.59	29.10
	Monthly	3,408.66	5,063.40
	Annual	40,903.92	60,760.80
10	Hourly	20.45	30.41
	Monthly	3,558.30	5,291.34
	Annual	42,699.60	63,496.08

Grade	Pay Basis	7/1/2025 Minimum	7/1/2025 Maximum
11	Hourly	21.34	31.79
	Monthly	3,713.16	5,531.46
	Annual	44,557.92	66,377.52
12	Hourly	22.35	33.22
	Monthly	3,888.90	5,780.28
	Annual	46,666.80	69,363.36
13	Hourly	23.32	34.71
	Monthly	4,057.68	6,039.54
	Annual	48,692.16	72,474.48
14	Hourly	24.41	36.26
	Monthly	4,247.34	6,309.24
	Annual	50,968.08	75,710.88
15	Hourly	25.49	37.89
	Monthly	4,435.26	6,592.86
	Annual	53,223.12	79,114.32
16	Hourly	26.64	39.59
	Monthly	4,635.36	6,888.66
	Annual	55,624.32	82,663.92
17	Hourly	27.85	41.40
	Monthly	4,845.90	7,203.60
	Annual	58,150.80	86,443.20

Iowa Board of Regents  
Public Safety Merit Exempt Pay Plan  
July 1, 2025

Grade	Pay Basis	7/1/2025 Minimum	7/1/2025 Maximum
22	Hourly	40.51	52.08
	Monthly	7,048.74	9,061.92
	Annual	84,584.88	108,743.04
23	Hourly	42.00	60.05
	Monthly	7,308.00	10,448.70
	Annual	87,696.00	125,384.40