

Contact: Kristin Bauer Davis

PROFESSIONAL AND SCIENTIFIC PAY GRADE STRUCTURES

Action Requested: Consider approval of the Professional and Scientific (P&S) pay grade structures proposed by the universities with an effective date of July 1, 2025.

Executive Summary: Board Policy Manual § 2.1.3.D.ii requires the Board to approve all changes in pay plans. The universities are proposing an increase to their P&S pay grade structures as further detailed in Attachment A.

Iowa State University

Iowa State University is proposing a 3% increase to the P&S pay grade structure to maintain the overall health of the P&S salary structure. The proposal is based on median increases for higher education and general industry since the last adjustment of their structure in 2024. Incumbents below the new grade would need to be increased to at least the minimum on or before January 1, 2026. Only employees below the minimum of their respective pay grade are required to receive an increase under ISU's policy though units may choose to adjust salaries to align with the market at any time within grade.

P&S Salary Pay Grade Structure

(effective July 1, 2025)

Grade	Minimum	First Third	Midpoint	Top Third	Maximum
PS816	\$193,166		\$260,774		N/A
PS815	\$164,396	\$202,755	\$221,935	\$241,114	\$279,473
PS814	\$139,912	\$172,558	\$188,881	\$205,204	\$237,850
PS813	\$119,074	\$146,858	\$160,750	\$174,642	\$202,426
PS812	\$101,340	\$124,986	\$136,809	\$148,632	\$172,278
PS811	\$86,246	\$106,370	\$116,432	\$126,494	\$146,618
PS810	\$74,786	\$90,990	\$99,091	\$107,193	\$123,397
PS809	\$65,032	\$79,122	\$86,167	\$93,213	\$107,303
PS808	\$56,549	\$68,801	\$74,927	\$81,054	\$93,306
PS807	\$49,174	\$59,828	\$65,155	\$70,483	\$81,137
PS806	\$42,759	\$52,023	\$56,656	\$61,288	\$70,552
PS805	\$37,897	\$45,476	\$49,266	\$53,056	\$60,635
PS804	\$33,837	\$40,604	\$43,988	\$47,372	\$54,139
PS803	\$31,421	\$36,658	\$39,276	\$41,895	\$47,132
PS802	\$29,223	\$33,119	\$35,067	\$37,016	\$40,912

P&S Hourly Pay Grade Structure

(effective July 1, 2025)

Grade	Minimum	First Third	Midpoint	Top Third	Maximum
PS816	\$92.87		\$125.37		N/A
PS815	\$79.04	\$97.48	\$106.70	\$115.92	\$134.36
PS814	\$67.27	\$82.96	\$90.81	\$98.66	\$114.35
PS813	\$57.25	\$70.61	\$77.28	\$83.96	\$97.32
PS812	\$48.73	\$60.09	\$65.77	\$71.46	\$82.82
PS811	\$41.47	\$51.14	\$55.98	\$60.81	\$70.48
PS810	\$35.96	\$43.75	\$47.64	\$51.53	\$59.32
PS809	\$31.27	\$38.04	\$41.43	\$44.81	\$51.58
PS808	\$27.19	\$33.08	\$36.02	\$38.96	\$44.85
PS807	\$23.65	\$28.77	\$31.32	\$33.88	\$39.00
PS806	\$20.56	\$25.01	\$27.24	\$29.46	\$33.91

PS805	\$18.22	\$21.86	\$23.69	\$25.51	\$29.15
PS804	\$16.27	\$19.52	\$21.15	\$22.77	\$26.02
PS803	\$15.11	\$17.62	\$18.88	\$20.14	\$22.65
PS802	\$14.05	\$15.92	\$16.86	\$17.79	\$19.66

University of Northern Iowa

The University of Northern Iowa is proposing a 2.5% increase to the P&S pay grade structure in order to balance employee progression within the grades while remaining competitive with the market.

FY 2026 P&S PAY MATRIX

PAY GRADE	FIRST THIRD		MIDDLE THIRD		UPPER THIRD	
115	\$28,643	\$36,281	\$36,282	\$43,919	\$43,920	\$51,558
116	\$32,940	\$41,724	\$41,725	\$50,508	\$50,509	\$59,291
117	\$37,881	\$47,982	\$47,983	\$58,083	\$58,084	\$68,184
118	\$43,563	\$55,179	\$55,180	\$66,796	\$66,797	\$78,413
119	\$50,098	\$63,457	\$63,458	\$76,816	\$76,817	\$90,175
120	\$58,864	\$74,561	\$74,562	\$90,258	\$90,259	\$105,955
121	\$69,165	\$87,609	\$87,610	\$106,054	\$106,055	\$124,499
122	\$81,270	\$102,941	\$102,942	\$124,612	\$124,613	\$146,283
123	\$95,489	\$120,954	\$120,955	\$146,419	\$146,420	\$171,884
124	\$114,589	\$145,146	\$145,147	\$175,703	\$175,704	\$206,261
125	\$137,507	\$174,176	\$174,177	\$210,845	\$210,846	\$247,514
126	\$165,009	\$209,010	\$209,011	\$253,012	\$253,013	\$297,014
127	\$198,010	\$250,813	\$250,814	\$303,616	\$303,617	\$356,419

* Positions that are less than full time and/or hourly will be prorated.

University of Iowa

The University of Iowa is proposing a shift to the P&S pay grade structure by approximately 2% to maintain the overall competitiveness of the P&S compensation structure. The FY26 P&S salary ranges have been recalibrated based on a combination of external market data and other considerations (i.e. collective bargaining agreements). The pay levels are adjusted individually based on the data used in the analysis. Incumbents below the minimum of new grades would be increased to at least the minimum for FY26. Units may choose to request salary adjustments to align with the market at any time within the pay range.

P&S Pay Plan – effective July 1, 2025

Structure A				
Pay Level	Market Range Minimum	Median Zone Low	Median Zone High	Market Range Maximum
2A	\$38,755	\$42,152	\$54,750	\$68,438
3A	\$42,392	\$49,968	\$64,900	\$81,125
4A	\$46,450	\$59,921	\$77,829	\$97,286
5A	\$55,613	\$74,150	\$96,310	\$120,388
6A	\$67,573	\$90,097	\$117,023	\$146,279
7A	\$88,545	\$118,060	\$153,342	\$191,678
8A	\$114,904	\$153,205	\$198,991	\$248,739
9	Open			
10	Open			

Structure B				
Pay Level	Market Range Minimum	Median Zone Low	Median Zone High	Market Range Maximum
2B	\$40,475	\$53,966	\$61,470	\$73,764
3B	\$46,943	\$62,590	\$71,292	\$85,550
4B	\$57,749	\$76,999	\$87,705	\$105,246
5B	\$68,678	\$91,570	\$110,794	\$132,953
6B	\$86,152	\$114,869	\$138,985	\$166,782
7B	\$103,984	\$138,645	\$167,753	\$201,304
8B	\$134,968	\$179,957	\$217,737	\$261,284
9	Open			
10	Open			