

Contact: Kristin Bauer Davis

UNIVERSITY OF NORTHERN IOWA
PROFESSIONAL AND SCIENTIFIC PAY GRADE STRUCTURE

Action Requested: Consider approval of a 2.75% increase to the University of Northern Iowa'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, the University of Northern Iowa is proposing a shift to the P&S pay grade structure by 2.75% in order to balance employee progression within the grades while remaining competitive with the market.

P&S Pay Matrix Fiscal Year 2025

Pay Grade	First Third		Middle Third		Upper Third	
115	\$27,944	\$35,396	\$35,397	\$42,848	\$42,849	\$50,300
116	\$32,137	\$40,706	\$40,707	\$49,276	\$49,277	\$57,845
117	\$36,957	\$46,812	\$46,813	\$56,667	\$56,668	\$66,521
118	\$42,500	\$53,834	\$53,835	\$65,167	\$65,168	\$76,500
119	\$48,876	\$61,909	\$61,910	\$74,942	\$74,943	\$87,976
120	\$57,428	\$72,742	\$72,743	\$88,056	\$88,057	\$103,371
121	\$67,478	\$85,473	\$85,474	\$103,467	\$103,468	\$121,462
122	\$79,288	\$100,430	\$100,431	\$121,572	\$121,573	\$142,715
123	\$93,160	\$118,004	\$118,005	\$142,848	\$142,849	\$167,692
124	\$111,794	\$141,606	\$141,607	\$171,418	\$171,419	\$201,230
125	\$134,153	\$169,928	\$169,929	\$205,702	\$205,703	\$241,477
126	\$160,984	\$203,913	\$203,914	\$246,841	\$246,842	\$289,770
127	\$193,180	\$244,695	\$244,696	\$296,210	\$296,211	\$347,726