

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Revisions to Regent Merit System Classifications
Date: March 31, 2003

Recommended Action:

Approve the revisions to Regent Merit System classifications as outlined below.

Executive Summary:

Proposed
Revisions

The Board is asked to approve the following revisions:

Pay grade: Security Guard from pay grade 305 to pay grade 306

Title and pay grade: From Motion Picture/Video Production Specialist I and II in pay grades 408 and 410 to Motion Media Production Specialist I and II in pay grades 410 to 412.

AFSCME-
covered

These classifications are in the AFSCME security and technical bargaining units. The proposed revisions were sent to the union for review. No comments were received.

State law on
comparable
worth

The pay grade assignments of these classifications have been made through application of the job evaluation instrument. This instrument, through a point factor system, evaluates classifications on skill, effort, responsibility and working conditions. This is done in compliance with the state law on comparable worth (Iowa Code §70A.18).

Upgrades
proposed

An upgrade for the Security Guard is due to increased responsibilities. Currently, only the University of Iowa uses this classification; and about 20 individuals would be affected by the upgrade.

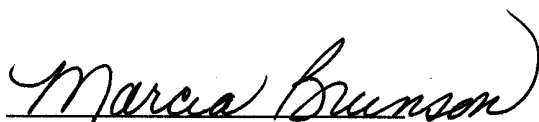
Due to considerable changes in technology in recent years, the classifications of Motion Picture/Video Production Specialist I and II were very outdated. The series has been renamed Motion Media Production Specialist I and II. The revisions reflect changes in duties, responsibilities and the overall impact of these positions. Currently, there are three incumbents at the higher level. There are no incumbents at Level I.

	Pay Grade From	Pay Grade To
Security Guard	305 (\$22,300 - \$31,717)	306 (\$23,302 - \$33,157)
Motion Media Specialist I	408 (\$25,453 - \$36,206)	410 (\$27,791 - \$39,526)
Motion Media Specialist II	410 (\$27,791 - \$39,526)	412 (\$30,360 - \$43,159)

Classification
Descriptions

The revised classification descriptions are included in the Regent Exhibit Book.

Approval of these changes is recommended.



Marcia R. Brunson

Approved: 

Gregory S. Nichols