

MEMORANDUM

To: Board of Regents
 From: Board Office
 Subject: Proposed Pay Plans for the Regent Merit System
 Date: April 12, 2004

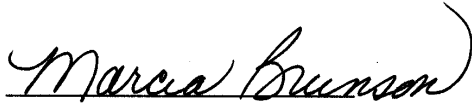
Recommended Action:

Approve the Regent Merit System pay schedules for FY 2005 for supervisory employees as set forth in Attachments A and B.

Executive Summary:

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|----------------------------|--|
| Regent Merit System | <ul style="list-style-type: none"> • The Regent Merit System consists of approximately 7,100 employees in four AFSCME-covered bargaining units and 900 supervisory employees. • Kaela Black, Chair of the Regent Interinstitutional Supervisory and Confidential Advisory Council (RISCAC) will comment upon the proposed pay plan at the Board meeting. • The pay plans proposed for supervisory staff in the Merit System mirrors the salary increases negotiated with AFSCME for employees in Blue Collar, Security, Technical and Clerical bargaining units. • The pay matrix shown in Attachment A reflects the change in work hours in the fiscal year from 2,096 to 2,088. The hourly rate is unchanged from FY 2004. |
| 2% Pay Increase in January | <ul style="list-style-type: none"> • It is proposed that supervisory staff in the Merit System receive a 2% increase on January 1, 2005. See Attachment B. • In addition, supervisory employees at the maximum of their pay grades on January 1, 2005, will receive a 2% increase. |
| Step increases | <ul style="list-style-type: none"> • In accordance with the administrative rules of the Regent Merit System, employees will receive step increases on their eligibility dates. • Step increases are valued at 4.5% for both supervisory and AFSCME-covered staff. |
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- Public Hearing
- Pursuant to Iowa Administrative Code §681.3.37, a public hearing on the proposed pay plan will be held on Thursday, April 15, 2004, at the Board Office at 5:30 p.m. Notice of the hearing will be posted in accordance with the rule at each of the institution
 - An oral report of the hearing will be given during the presentation of this docket item at the Board meeting.
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Marcia R. Brunson

Approved: 

Gregory S. Nichols

**Board of Regents, State of Iowa
Regent Merit System
Supervisory Pay Plan
July 1, 2004**

Grade	Pay Basis*	7/1/04 Minimum	7/1/04 Maximum
1	Hourly	7.38	12.99
2	Hourly	8.12	13.58
3	Hourly	9.98	14.19
	Semi-Monthly	868.26	1,234.53
	Monthly	1,736.52	2,469.06
	Annual	20,838.24	29,628.72
4	Hourly	10.42	14.83
	Semi-Monthly	906.54	1,290.21
	Monthly	1,813.08	2,580.42
	Annual	21,756.96	30,965.04
5	Hourly	10.89	15.49
	Semi-Monthly	947.43	1,347.63
	Monthly	1,894.86	2,695.26
	Annual	22,738.32	32,343.12
6	Hourly	11.38	16.20
	Semi-Monthly	990.06	1,409.40
	Monthly	1,980.12	2,818.80
	Annual	23,761.44	33,825.60
7	Hourly	11.90	16.92
	Semi-Monthly	1,035.30	1,472.04
	Monthly	2,070.60	2,944.08
	Annual	24,847.20	35,328.96
8	Hourly	12.43	17.69
	Semi-Monthly	1,081.41	1,539.03
	Monthly	2,162.82	3,078.06
	Annual	25,953.84	36,936.72
9	Hourly	12.99	18.48
	Semi-Monthly	1,130.13	1,607.76
	Monthly	2,260.26	3,215.52
	Annual	27,123.12	38,586.24
10	Hourly	13.58	19.31
	Semi-Monthly	1,181.46	1,679.97
	Monthly	2,362.92	3,359.94
	Annual	28,355.04	40,319.28
11	Hourly	14.19	20.18
	Semi-Monthly	1,234.53	1,755.66
	Monthly	2,469.06	3,511.32
	Annual	29,628.72	42,135.84
12	Hourly	14.83	21.08
	Semi-Monthly	1,290.21	1,833.96
	Monthly	2,580.42	3,667.92
	Annual	30,965.04	44,015.04
13	Hourly	15.49	22.03
	Semi-Monthly	1,347.63	1,916.61
	Monthly	2,695.26	3,833.22
	Annual	32,343.12	45,998.64
14	Hourly	16.20	23.03
	Semi-Monthly	1,409.40	2,003.61
	Monthly	2,818.80	4,007.22
	Annual	33,825.60	48,086.64
15	Hourly	16.92	24.06
	Semi-Monthly	1,472.04	2,093.22
	Monthly	2,944.08	4,186.44
	Annual	35,328.96	50,237.28
16	Hourly	17.69	25.14
	Semi-Monthly	1,539.03	2,187.18
	Monthly	3,078.06	4,374.36
	Annual	36,936.72	52,492.32
17	Hourly	18.48	26.28
	Semi-Monthly	1,607.76	2,286.36
	Monthly	3,215.52	4,572.72
	Annual	38,586.24	54,872.64
18	Hourly	19.31	27.46
	Semi-Monthly	1,679.97	2,389.02
	Monthly	3,359.94	4,778.04
	Annual	40,319.28	57,336.48

*based on 2,088 hours in fiscal year

Board of Regents, State of Iowa
Regent Merit System
Supervisory Pay Plan
January 1, 2005

Attachment B

Grade	Pay Basis*	1/1/05 Minimum	1/1/05 Maximum
1	Hourly	7.53	13.52
2	Hourly	8.28	14.13
3	Hourly	10.18	14.76
	Semi-Monthly	885.66	1,284.12
	Monthly	1,771.32	2,568.24
	Annual	21,255.84	30,818.88
4	Hourly	10.63	15.43
	Semi-Monthly	924.81	1,342.41
	Monthly	1,849.62	2,684.82
	Annual	22,195.44	32,217.84
5	Hourly	11.11	16.12
	Semi-Monthly	966.57	1,402.44
	Monthly	1,933.14	2,804.88
	Annual	23,197.68	33,658.56
6	Hourly	11.61	16.85
	Semi-Monthly	1,010.07	1,465.95
	Monthly	2,020.14	2,931.90
	Annual	24,241.68	35,182.80
7	Hourly	12.14	17.61
	Semi-Monthly	1,056.18	1,532.07
	Monthly	2,112.36	3,064.14
	Annual	25,348.32	36,769.68
8	Hourly	12.68	18.40
	Semi-Monthly	1,103.16	1,600.80
	Monthly	2,206.32	3,201.60
	Annual	26,475.84	38,419.20
9	Hourly	13.25	19.23
	Semi-Monthly	1,152.75	1,673.01
	Monthly	2,305.50	3,346.02
	Annual	27,666.00	40,152.24
10	Hourly	13.85	20.09
	Semi-Monthly	1,204.95	1,747.83
	Monthly	2,409.90	3,495.66
	Annual	28,918.80	41,947.92
11	Hourly	14.47	21.00
	Semi-Monthly	1,258.89	1,827.00
	Monthly	2,517.78	3,654.00
	Annual	30,213.36	43,848.00
12	Hourly	15.13	21.93
	Semi-Monthly	1,316.31	1,907.91
	Monthly	2,632.62	3,815.82
	Annual	31,591.44	45,789.84
13	Hourly	15.80	22.92
	Semi-Monthly	1,374.60	1,994.04
	Monthly	2,749.20	3,988.08
	Annual	32,990.40	47,856.96
14	Hourly	16.52	23.96
	Semi-Monthly	1,437.24	2,084.52
	Monthly	2,874.48	4,169.04
	Annual	34,493.76	50,028.48
15	Hourly	17.26	25.03
	Semi-Monthly	1,501.62	2,177.61
	Monthly	3,003.24	4,355.22
	Annual	36,038.88	52,262.64
16	Hourly	18.04	26.15
	Semi-Monthly	1,569.48	2,275.05
	Monthly	3,138.96	4,550.10
	Annual	37,667.52	54,601.20
17	Hourly	18.85	27.35
	Semi-Monthly	1,639.95	2,379.45
	Monthly	3,279.90	4,758.90
	Annual	39,358.80	57,106.80
18	Hourly	19.70	28.57
	Semi-Monthly	1,713.90	2,485.59
	Monthly	3,427.80	4,971.18
	Annual	41,133.60	59,654.16