

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Revisions to Regent Merit System Classification System
Date: July 7, 2003

Recommended Action:

Approve the following revisions to Regent Merit System Classification System.

Executive Summary:

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|----------------------------------|---|
| Administrative Rules Requirement | <ul style="list-style-type: none">• <u>Iowa Administrative Code</u>, 681-3.26 requires that the changes to the classification plan of the Regent Merit System be approved by the Board prior to implementation. |
| Proposed Revisions | <ul style="list-style-type: none">• A new classification is proposed along with a pay grade and title change to an existing classification. It is also proposed to delete two classifications that are no longer used.• Iowa State University proposed these changes and consulted with SUI and UNI in the development of the descriptions. Since the changes apply to classifications in the AFSCME Technical Bargaining Unit, the proposal was sent to the union for review and approval. No comments were received.• Copies of the class descriptions are included in the Regent Exhibit Book. |
| State law on comparable worth | <ul style="list-style-type: none">• The pay grade assignment of the new classification has 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 <u>§70A.18</u>). |
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NEW CLASSIFICATION

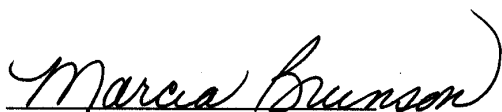
TITLE	PAY GRADE	COMMENTS
Instructional Systems Specialist	412 (\$31,084 – 44,184)	Incumbents in this classification will perform technical work in the areas of television production and multimedia presentation as well as performing diagnostics on complex electronic systems and repair electronic equipment.


REVISED TITLE and PAY GRADE

TITLE	PAY GRADE FROM	PAY GRADE TO	COMMENTS
<u>From:</u> Audiovisual Equipment Specialist <u>To:</u> Instructional Systems Technician	407 (\$24,942 - \$35,464)	409 (\$27,227 - \$38,734)	The Audiovisual Equipment Specialist description did not address changes in technology and equipment. The new title, pay grade and description better fit the duties and responsibilities expected of incumbents in this classification.

DELETED CLASSIFICATIONS:

Film Library Technician
 Film Library Coordinator


 Marcia R. Brunson

Approved: 
 Gregory S. Nichols