

**MEMORANDUM**

To: Board of Regents  
From: Board Office  
Subject: Proposed Pay Plan for the Regent Merit System  
Date: June 9, 2003

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**Recommended Actions:**

1. Approve the Regent Merit System pay schedule for FY 2004 for employees in the AFSCME Blue Collar, Security, Technical and Clerical Bargaining Units as set forth in Attachment A.
  2. Approve the Regent Merit System pay schedule for FY 2004 for supervisory employees as set forth in Attachment B.
  3. Approve the addition of one new classification to the Regent Merit System – Crime Prevention Specialist
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**Executive Summary:**

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|-----------------------|---|
| Collective Bargaining | <ul style="list-style-type: none"><li>• A voluntary agreement was reached with AFSCME for 2003-05 Collective Bargaining Agreement this past winter.</li></ul>   |
| 2% Pay Increase       | <ul style="list-style-type: none"><li>• In accordance with the agreement reached with AFSCME, employees in Blue Collar, Security, Technical and Clerical bargaining units will receive a 2% pay increase on July 1, 2003.</li><li>• Supervisory and confidential employees in the Regent Merit System will be treated in a similar fashion.</li></ul>                                       |
| Step increases        | <ul style="list-style-type: none"><li>• In accordance with the collective bargaining agreement and the administrative rules of the Regent Merit System, employees will receive step increases on their eligibility dates.</li><li>• The value of a step increase continues to be 4.5%. Eligible supervisory and confidential employees receive the same value for step increases.</li></ul> |
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Public Hearing  
Held


- Pursuant to Iowa Administrative Code §681.3.37, a public hearing on the proposed pay plan was held on Wednesday, May 7, 2003, at Iowa State University.
- Approximately 10 individuals attended the hearing. No formal objections were filed. Questions primarily focused on individual pay issues.


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New  
classification

- A new classification, Crime Prevention Specialist, is proposed. The primary focus of the classification is to design and maintain a comprehensive crime prevention program and also functions at a lesser degree as a uniformed officer.
- Through application of the job evaluation instrument, this classification is placed in pay grade 315 (\$35,464 - \$50,430).
- The University of Iowa proposed this classification. Since the classification is in the AFSCME Security Bargaining Unit, the proposal was sent to the union for review and approval. No comments were received.
- A copy of the class description is included in the Regent Exhibit Book.

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Marcia R. Brunson

Approved:   
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Gregory S. Nichols

**Board of Regents, State of Iowa  
 Regent Merit System Pay Plan  
 Blue Collar, Security, Technical, Clerical Bargaining Units  
 July 1, 2003  
 (Based on 2096 work hours in fiscal year)**

<b>Grade</b>	<b>Pay Basis</b>	<b>Minimum</b>	<b>Maximum</b>
3	Hourly	9.98	14.19
	Semi-Monthly	871.59	1,239.26
	Monthly	1,743.17	2,478.52
	Annual	20,918.08	29,742.24
4	Hourly	10.42	14.83
	Semi-Monthly	910.01	1,295.15
	Monthly	1,820.03	2,590.31
	Annual	21,840.32	31,083.68
5	Hourly	10.89	15.49
	Semi-Monthly	951.06	1,352.79
	Monthly	1,902.12	2,705.59
	Annual	22,825.44	32,467.04
6	Hourly	11.38	16.20
	Semi-Monthly	993.85	1,414.80
	Monthly	1,987.71	2,829.60
	Annual	23,852.48	33,955.20
7	Hourly	11.90	16.92
	Semi-Monthly	1,039.27	1,477.68
	Monthly	2,078.53	2,955.36
	Annual	24,942.40	35,464.32
8	Hourly	12.43	17.69
	Semi-Monthly	1,085.55	1,544.93
	Monthly	2,171.11	3,089.85
	Annual	26,053.28	37,078.24
9	Hourly	12.99	18.48
	Semi-Monthly	1,134.46	1,613.92
	Monthly	2,268.92	3,227.84
	Annual	27,227.04	38,734.08
10	Hourly	13.58	19.31
	Semi-Monthly	1,185.99	1,686.41
	Monthly	2,371.97	3,372.81
	Annual	28,463.68	40,473.76
11	Hourly	14.19	20.18
	Semi-Monthly	1,239.26	1,762.39
	Monthly	2,478.52	3,524.77
	Annual	29,742.24	42,297.28
12	Hourly	14.83	21.08
	Semi-Monthly	1,295.15	1,840.99
	Monthly	2,590.31	3,681.97
	Annual	31,083.68	44,183.68
13	Hourly	15.49	22.03
	Semi-Monthly	1,352.79	1,923.95
	Monthly	2,705.59	3,847.91
	Annual	32,467.04	46,174.88
14	Hourly	16.20	23.03
	Semi-Monthly	1,414.80	2,011.29
	Monthly	2,829.60	4,022.57
	Annual	33,955.20	48,270.88
15	Hourly	16.92	24.06
	Semi-Monthly	1,477.68	2,101.24
	Monthly	2,955.36	4,202.48
	Annual	35,464.32	50,429.76

Attachment B

**Board of Regents, State of Iowa  
 Regent Merit System Pay Plan  
 Supervisory Pay Plan  
 July 1, 2003  
 (Based on 2096 work hours in fiscal year)**

<b>Grade</b>	<b>Pay Basis</b>	<b>Minimum</b>	<b>Maximum</b>
1	Hourly	9.14	12.99
	Semi-Monthly	798.23	1,134.46
	Monthly	1,596.45	2,268.92
	Annual	19,157.44	27,227.04
2	Hourly	9.55	13.58
	Semi-Monthly	834.03	1,185.99
	Monthly	1,668.07	2,371.97
	Annual	20,016.80	28,463.68
3	Hourly	9.98	14.19
	Semi-Monthly	871.59	1,239.26
	Monthly	1,743.17	2,478.52
	Annual	20,918.08	29,742.24
4	Hourly	10.42	14.83
	Semi-Monthly	910.01	1,295.15
	Monthly	1,820.03	2,590.31
	Annual	21,840.32	31,083.68
5	Hourly	10.89	15.49
	Semi-Monthly	951.06	1,352.79
	Monthly	1,902.12	2,705.59
	Annual	22,825.44	32,467.04
6	Hourly	11.38	16.20
	Semi-Monthly	993.85	1,414.80
	Monthly	1,987.71	2,829.60
	Annual	23,852.48	33,955.20
7	Hourly	11.90	16.92
	Semi-Monthly	1,039.27	1,477.68
	Monthly	2,078.53	2,955.36
	Annual	24,942.40	35,464.32
8	Hourly	12.43	17.69
	Semi-Monthly	1,085.55	1,544.93
	Monthly	2,171.11	3,089.85
	Annual	26,053.28	37,078.24
9	Hourly	12.99	18.48
	Semi-Monthly	1,134.46	1,613.92
	Monthly	2,268.92	3,227.84
	Annual	27,227.04	38,734.08
10	Hourly	13.58	19.31
	Semi-Monthly	1,185.99	1,686.41
	Monthly	2,371.97	3,372.81
	Annual	28,463.68	40,473.76
11	Hourly	14.19	20.18
	Semi-Monthly	1,239.26	1,762.39
	Monthly	2,478.52	3,524.77
	Annual	29,742.24	42,297.28

**Board of Regents, State of Iowa  
 Regent Merit System Pay Plan  
 Supervisory Pay Plan  
 July 1, 2003  
 (Based on 2096 work hours in fiscal year)**

12	Hourly	14.83	21.08
	Semi-Monthly	1,295.15	1,840.99
	Monthly	2,590.31	3,681.97
	Annual	31,083.68	44,183.68
13	Hourly	15.49	22.03
	Semi-Monthly	1,352.79	1,923.95
	Monthly	2,705.59	3,847.91
	Annual	32,467.04	46,174.88
14	Hourly	16.20	23.03
	Semi-Monthly	1,414.80	2,011.29
	Monthly	2,829.60	4,022.57
	Annual	33,955.20	48,270.88
15	Hourly	16.92	24.06
	Semi-Monthly	1,477.68	2,101.24
	Monthly	2,955.36	4,202.48
	Annual	35,464.32	50,429.76
16	Hourly	17.69	25.14
	Semi-Monthly	1,544.93	2,195.56
	Monthly	3,089.85	4,391.12
	Annual	37,078.24	52,693.44
17	Hourly	18.48	26.28
	Semi-Monthly	1,613.92	2,295.12
	Monthly	3,227.84	4,590.24
	Annual	38,734.08	55,082.88
18	Hourly	19.31	27.46
	Semi-Monthly	1,686.41	2,398.17
	Monthly	3,372.81	4,796.35
	Annual	40,473.76	57,556.16