

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Proposed Pay Plan for the Regent Merit System
Date: June 10, 2002

Recommended Actions:

1. Approve the Regent Merit System pay schedule for FY 2003 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 2003 for supervisory employees as set forth in Attachment A.
 3. Approve the addition of three new classifications to the Regent Merit System
 - Utility Electrical and Instrumentation Technician I
 - Utility Electrical and Instrumentation Technician II
 - Utility Electrical and Instrumentation Technician III
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Executive Summary:

- Collective Bargaining
- Collective bargaining negotiations with AFSCME for the current agreement resulted in substantive changes in the pay matrices for employees in AFSCME bargaining units. These changes are to be effective in the second year of the agreement – beginning July 1, 2002.
 - For many years, the Regent Merit System pay plan consisted of five separate matrices – four for organized staff and one for supervisory staff. The matrices for the organized staff consisted of 15 grades and ten steps. The matrix for the supervisory staff consisted of 18 grades with ten steps.
 - During the union negotiations, the multiple matrices were combined into a single matrix with minimum and maximum rates and no intermediate steps and 15 grades. A similar matrix with 18 steps is proposed for supervisory staff.
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Implementation of new matrix

- In accordance with the AFSCME agreement, employees will be moved to the new matrix on July 1, 2002, and given an increase of 41 cents per hour (equivalent of an average increase of 3%). Employees below the minimum of their pay grades will be moved to the minimum.

- Supervisory employees will be treated in a similar fashion.
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Step increases

- 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.

- Since the new matrix does not include defined steps, the value of a step increase was negotiated at 4.5%. Eligible supervisory employees will receive the same value for step increases.
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Increase to maximums – February 1, 2003

- Also in accordance with the collective bargaining agreement, the maximums of each pay grade will be increased by 4.5% on February 1, 2003. Employees who had been at the top step of their FY 2002 pay matrix for at least one year will receive a 4.5% increase.

- Supervisory employees will be treated in a similar fashion.
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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 8, 2002, at Iowa State University.

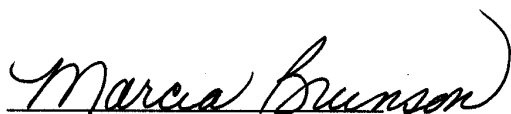
- Approximately 20 individuals attended the hearing. No formal objections were filed. Questions focused on implementation of the structural changes in the pay plan.
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New classifications

- Three new classifications are proposed:
 - Utility Electrical and Instrumentation Technician I, pay grade 411
 - Utility Electrical and Instrumentation Technician II, pay grade 413
 - Utility Electrical and Instrumentation Technician III, pay grade 415

- These classifications will be used in the power plants at the three universities. The classifications recognize the highly specialized nature of the work performed which existing classifications do not adequately describe.

- Copies of the class descriptions are included in the Regent Exhibit Book.
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Marcia R. Brunson

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Approved: 
Gregory S. Nichols

Regent Merit System Proposed Pay Plan FY 2003

Grade	Pay Basis*	7/1/02 Minimum	7/1/02 - 1/31/03 Maximum					2/1/03 Maximum
			Supervisory	Blue Collar	Security	Technical	Clerical	
1	Hourly	7.24	10.23					10.69
	Semi-Monthly	629.88	890.01					930.03
	Monthly	1,259.76	1,780.02					1,860.06
	Annual	15,117.12	21,360.24					22,320.72
2	Hourly	7.96	10.97					11.47
	Semi-Monthly	692.52	954.39					997.89
	Monthly	1,385.04	1,908.78					1,995.78
	Annual	16,620.48	22,905.36					23,949.36
3	Hourly	9.78	11.98	11.82	11.71	11.56	11.98	13.91
	Semi-Monthly	850.86	1,042.26	1,028.34	1,018.77	1,005.72	1,042.26	1,210.17
	Monthly	1,701.72	2,084.52	2,056.68	2,037.54	2,011.44	2,084.52	2,420.34
	Annual	20,420.64	25,014.24	24,680.16	24,450.48	24,137.28	25,014.24	29,044.08
4	Hourly	10.22	12.77	12.49	12.43	12.38	12.77	14.54
	Semi-Monthly	889.14	1,110.99	1,086.63	1,081.41	1,077.06	1,110.99	1,264.98
	Monthly	1,778.28	2,221.98	2,173.26	2,162.82	2,154.12	2,221.98	2,529.96
	Annual	21,339.36	26,663.76	26,079.12	25,953.84	25,849.44	26,663.76	30,359.52
5	Hourly	10.68	13.70	13.23	13.27	13.26	13.70	15.19
	Semi-Monthly	929.16	1,191.90	1,151.01	1,154.49	1,153.62	1,191.90	1,321.53
	Monthly	1,858.32	2,383.80	2,302.02	2,308.98	2,307.24	2,383.80	2,643.06
	Annual	22,299.84	28,605.60	27,624.24	27,707.76	27,686.88	28,605.60	31,716.72
6	Hourly	11.16	14.68	14.04	14.16	14.19	14.68	15.88
	Semi-Monthly	970.92	1,277.16	1,221.48	1,231.92	1,234.53	1,277.16	1,381.56
	Monthly	1,941.84	2,554.32	2,442.96	2,463.84	2,469.06	2,554.32	2,763.12
	Annual	23,302.08	30,651.84	29,315.52	29,566.08	29,628.72	30,651.84	33,157.44
7	Hourly	11.67	15.66	14.89	15.07	15.14	15.66	16.59
	Semi-Monthly	1,015.29	1,362.42	1,295.43	1,311.09	1,317.18	1,362.42	1,443.33
	Monthly	2,030.58	2,724.84	2,590.86	2,622.18	2,634.36	2,724.84	2,886.66
	Annual	24,366.96	32,698.08	31,090.32	31,466.16	31,612.32	32,698.08	34,639.92
8	Hourly	12.19	16.44	15.46	15.76	15.93	16.44	17.34
	Semi-Monthly	1,060.53	1,430.28	1,345.02	1,371.12	1,385.91	1,430.28	1,508.58
	Monthly	2,121.06	2,860.56	2,690.04	2,742.24	2,771.82	2,860.56	3,017.16
	Annual	25,452.72	34,326.72	32,280.48	32,906.88	33,261.84	34,326.72	36,205.92
9	Hourly	12.74	17.23	16.26	16.63	16.65	17.23	18.12
	Semi-Monthly	1,108.38	1,499.01	1,414.62	1,446.81	1,448.55	1,499.01	1,576.44
	Monthly	2,216.76	2,998.02	2,829.24	2,893.62	2,897.10	2,998.02	3,152.88
	Annual	26,601.12	35,976.24	33,950.88	34,723.44	34,765.20	35,976.24	37,834.56
10	Hourly	13.31	17.88	16.96	17.44	17.30	17.88	18.93
	Semi-Monthly	1,157.97	1,555.56	1,475.52	1,517.28	1,505.10	1,555.56	1,646.91
	Monthly	2,315.94	3,111.12	2,951.04	3,034.56	3,010.20	3,111.12	3,293.82
	Annual	27,791.28	37,333.44	35,412.48	36,414.72	36,122.40	37,333.44	39,525.84
11	Hourly	13.91	18.72	17.66	18.23	18.13	18.72	19.78
	Semi-Monthly	1,210.17	1,628.64	1,536.42	1,586.01	1,577.31	1,628.64	1,720.86
	Monthly	2,420.34	3,257.28	3,072.84	3,172.02	3,154.62	3,257.28	3,441.72
	Annual	29,044.08	39,087.36	36,874.08	38,064.24	37,855.44	39,087.36	41,300.64
12	Hourly	14.54	19.66	18.46	19.10	19.00	19.66	20.67
	Semi-Monthly	1,264.98	1,710.42	1,606.02	1,661.70	1,653.00	1,710.42	1,798.29
	Monthly	2,529.96	3,420.84	3,212.04	3,323.40	3,306.00	3,420.84	3,598.58
	Annual	30,359.52	41,050.08	38,544.48	39,880.80	39,672.00	41,050.08	43,158.96
13	Hourly	15.19	20.63	19.29	20.01	19.94	20.63	21.60
	Semi-Monthly	1,321.53	1,794.81	1,678.23	1,740.87	1,734.78	1,794.81	1,879.20
	Monthly	2,643.06	3,589.62	3,356.46	3,481.74	3,469.56	3,589.62	3,758.40
	Annual	31,716.72	43,075.44	40,277.52	41,780.88	41,634.72	43,075.44	45,100.80
14	Hourly	15.88	21.25	19.78	20.52	20.50	21.25	22.58
	Semi-Monthly	1,381.56	1,848.75	1,720.86	1,785.24	1,783.50	1,848.75	1,964.46
	Monthly	2,763.12	3,697.50	3,441.72	3,570.48	3,567.00	3,697.50	3,928.92
	Annual	33,157.44	44,370.00	41,300.64	42,845.76	42,804.00	44,370.00	47,147.04
15	Hourly	16.59	22.33	20.68	21.51	21.56	22.33	23.59
	Semi-Monthly	1,443.33	1,942.71	1,799.16	1,871.37	1,875.72	1,942.71	2,052.33
	Monthly	2,886.66	3,885.42	3,598.32	3,742.74	3,751.44	3,885.42	4,104.66
	Annual	34,639.92	46,625.04	43,179.84	44,912.88	45,017.28	46,625.04	49,255.92
16	Hourly	17.34	23.50					24.65
	Semi-Monthly	1,508.58	2,044.50					2,144.55
	Monthly	3,017.16	4,089.00					4,289.10
	Annual	36,205.92	49,068.00					51,469.20
17	Hourly	18.12	24.67					25.76
	Semi-Monthly	1,576.44	2,146.29					2,241.12
	Monthly	3,152.88	4,292.58					4,482.24
	Annual	37,834.56	51,510.96					53,786.88
18	Hourly	18.93	25.93					26.92
	Semi-Monthly	1,646.91	2,255.91					2,342.04
	Monthly	3,293.82	4,511.82					4,684.08
	Annual	39,525.84	54,141.84					56,208.96