

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Regent Merit System Pay Plan
Date: May 8, 2000

Recommended Actions:

1. Approve Regent Merit System pay matrices to be effective July 1, 2000, for the blue collar, security, technical and clerical bargaining units, as set forth in Attachments A, B, C, D.
2. Approve the Regent Merit System supervisory pay matrix to be effective July 1, 2000, as set forth in Attachment E.

Executive Summary:

The recommended actions are consistent with the collective bargaining agreement negotiated for 1999-2001 between the State of Iowa and AFSCME and the pay policies established in the salary bill recently passed by the General Assembly. Salary policy for the Regents will not be fully funded through state appropriations.

Pay matrices will be increased 2.6% in accordance with the AFSCME agreement and state salary policy. Contract and noncontract covered employees will be eligible for step increases in fiscal year 2001 in accordance with the collective bargaining agreement or the rules of the Regent Merit System. Eligible employees will be moved to Step 10 on January 1, 2001.

A public hearing on the proposed pay plan, as required by state law, will be held at 7 p.m. on Thursday, May 11, 2000, in the Gallery of the Memorial Union, Iowa State University. An oral report of the hearing will be given at the Board meeting.

Background:


In accordance with Iowa Code §262.9(2), the Board appoints institutional employees and fixes their compensation. Iowa Code §19A establishes the Regent Merit System for general service staff, except as preempted by a

collective bargaining agreement negotiated in accordance with the provisions of Chapter 20.

There are approximately 8,200 permanent employees in the Regent Merit System. About 800 of these employees are first-line supervisors who are exempt from collective bargaining. Approximately 150 clerical employees are designated "confidential" because of their work with and access to information used in bargaining and as such are excluded from the bargaining unit.

The remaining Regent Merit System employees are covered by the provisions of the statewide collective bargaining agreement between the State of Iowa and the American Federation of State, County and Municipal Employees (AFSCME). Board of Regents employees account for about 32% of the statewide AFSCME unit.

Approval of the revisions to the Regents Merit System Pay Plan is recommended.



Marcia R. Brunson

Approved: _____



Frank J. Stork

Board of Regents, State of Iowa
Blue Collar Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
201	Hourly	7.54	7.78	8.01	8.24	8.47	8.71	8.94	9.17	9.41	9.63
	Semi-Monthly	653.47	674.27	694.20	714.13	734.07	754.87	774.80	794.73	815.53	834.60
	Monthly	1,306.93	1,348.53	1,388.40	1,428.27	1,468.13	1,509.73	1,549.60	1,589.47	1,631.07	1,669.20
202	Annual	15,683.20	16,182.40	16,660.80	17,139.20	17,617.60	18,116.80	18,595.20	19,073.60	19,572.80	20,030.40
	Hourly	8.05	8.30	8.55	8.79	9.05	9.30	9.54	9.79	10.04	10.29
	Semi-Monthly	697.67	719.33	741.00	761.80	784.33	806.00	826.80	848.47	870.13	891.80
203	Monthly	1,395.33	1,438.67	1,482.00	1,523.60	1,568.67	1,612.00	1,653.60	1,696.93	1,740.27	1,783.60
	Annual	16,744.00	17,264.00	17,784.00	18,283.20	18,824.00	19,344.00	19,843.20	20,363.20	20,883.20	21,403.20
	Hourly	8.65	8.92	9.18	9.46	9.73	10.00	10.27	10.54	10.81	11.08
204	Semi-Monthly	749.67	773.07	795.60	819.87	843.27	866.67	890.07	913.47	936.87	960.27
	Monthly	1,499.33	1,546.13	1,591.20	1,639.73	1,686.53	1,733.33	1,780.13	1,826.93	1,873.73	1,920.53
	Annual	17,992.00	18,553.60	19,094.40	19,676.80	20,238.40	20,800.00	21,361.60	21,923.20	22,484.80	23,046.40
205	Hourly	9.09	9.38	9.68	9.97	10.26	10.56	10.84	11.14	11.43	11.73
	Semi-Monthly	787.80	812.93	838.93	864.07	889.20	915.20	939.47	965.47	990.60	1,016.60
	Monthly	1,575.60	1,625.87	1,677.87	1,728.13	1,778.40	1,830.40	1,878.93	1,930.93	1,981.20	2,033.20
206	Annual	18,907.20	19,510.40	20,134.40	20,737.60	21,340.80	21,964.80	22,547.20	23,171.20	23,774.40	24,398.40
	Hourly	9.59	9.91	10.23	10.55	10.87	11.18	11.50	11.82	12.13	12.45
	Semi-Monthly	831.13	858.87	886.60	914.33	942.07	968.93	996.67	1,024.40	1,051.27	1,079.00
207	Monthly	1,662.27	1,717.73	1,773.20	1,828.67	1,884.13	1,937.87	1,993.33	2,048.80	2,102.53	2,158.00
	Annual	19,947.20	20,612.80	21,278.40	21,944.00	22,609.60	23,254.40	23,920.00	24,585.60	25,230.40	25,896.00
	Hourly	10.04	10.39	10.75	11.10	11.46	11.81	12.17	12.52	12.88	13.23
208	Semi-Monthly	870.13	900.47	931.67	962.00	993.20	1,023.53	1,054.73	1,085.07	1,116.27	1,146.60
	Monthly	1,740.27	1,800.93	1,863.33	1,924.00	1,986.40	2,047.07	2,109.47	2,170.13	2,232.53	2,293.20
	Annual	20,883.20	21,611.20	22,360.00	23,088.00	23,836.80	24,564.80	25,313.60	26,041.60	26,790.40	27,518.40
209	Hourly	10.62	11.00	11.39	11.77	12.15	12.53	12.91	13.30	13.68	14.06
	Semi-Monthly	920.40	953.33	987.13	1,020.07	1,053.00	1,085.93	1,118.87	1,152.67	1,185.60	1,218.53
	Monthly	1,840.80	1,906.67	1,974.27	2,040.13	2,106.00	2,171.87	2,237.73	2,305.33	2,371.20	2,437.07
210	Annual	22,089.60	22,880.00	23,691.20	24,481.60	25,272.00	26,062.40	26,852.80	27,644.00	28,434.40	29,224.80
	Hourly	11.03	11.43	11.83	12.23	12.62	13.02	13.42	13.82	14.21	14.61
	Semi-Monthly	955.93	990.60	1,025.27	1,059.93	1,093.73	1,128.40	1,163.07	1,197.73	1,231.53	1,266.20
211	Monthly	1,911.87	1,981.20	2,050.53	2,119.87	2,187.47	2,256.80	2,326.13	2,395.47	2,463.07	2,532.40
	Annual	22,942.40	23,774.40	24,606.40	25,438.40	26,249.60	27,081.60	27,913.60	28,745.60	29,556.80	30,388.80

Board of Regents, State of Iowa
Blue Collar Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
209	Hourly	11.66	12.08	12.49	12.90	13.32	13.73	14.15	14.56	14.98	15.39
	Semi-Monthly	1,010.53	1,046.93	1,082.47	1,118.00	1,154.40	1,189.93	1,226.33	1,261.87	1,298.27	1,333.80
	Monthly Annual	2,021.07	2,093.87	2,164.93	2,236.00	2,308.80	2,379.87	2,452.67	2,523.73	2,596.53	2,667.60
210	Hourly	24,252.80	25,126.40	25,979.20	26,832.00	27,705.60	28,558.40	29,432.00	30,284.80	31,158.40	32,011.20
	Hourly	12.13	12.57	13.01	13.44	13.88	14.32	14.75	15.20	15.63	16.07
	Semi-Monthly	1,051.27	1,089.40	1,127.53	1,164.80	1,202.93	1,241.07	1,278.33	1,317.33	1,354.60	1,392.73
211	Hourly	2,102.53	2,178.80	2,255.07	2,329.60	2,405.87	2,482.13	2,556.67	2,634.67	2,709.20	2,785.47
	Hourly	25,230.40	26,145.60	27,060.80	27,955.20	28,870.40	29,785.60	30,680.00	31,616.00	32,510.40	33,425.60
	Semi-Monthly	12.60	13.06	13.52	13.98	14.45	14.91	15.37	15.83	16.29	16.75
212	Hourly	1,092.00	1,131.87	1,171.73	1,211.60	1,252.33	1,292.20	1,332.07	1,371.93	1,411.80	1,451.67
	Hourly	2,184.00	2,263.73	2,343.47	2,423.20	2,504.67	2,584.40	2,664.13	2,743.87	2,823.60	2,903.33
	Monthly Annual	26,208.00	27,164.80	28,121.60	29,078.40	30,056.00	31,012.80	31,969.60	32,926.40	33,883.20	34,840.00
213	Hourly	13.11	13.60	14.10	14.59	15.07	15.56	16.06	16.55	17.03	17.52
	Hourly	1,136.20	1,178.67	1,222.00	1,264.47	1,306.07	1,348.53	1,391.87	1,434.33	1,475.93	1,518.40
	Monthly Annual	2,272.40	2,357.33	2,444.00	2,528.93	2,612.13	2,697.07	2,783.73	2,868.67	2,951.87	3,036.80
214	Hourly	27,268.80	28,288.00	29,328.00	30,347.20	31,345.60	32,364.80	33,404.80	34,424.00	35,422.40	36,441.60
	Hourly	13.68	14.19	14.71	15.23	15.75	16.26	16.79	17.30	17.82	18.33
	Semi-Monthly	1,185.60	1,229.80	1,274.87	1,319.93	1,365.00	1,409.20	1,455.13	1,499.33	1,544.40	1,588.60
215	Hourly	2,371.20	2,459.60	2,549.73	2,639.87	2,730.00	2,818.40	2,910.27	2,998.67	3,088.80	3,177.20
	Hourly	28,454.40	29,515.20	30,596.80	31,678.40	32,760.00	33,820.80	34,923.20	35,984.00	37,065.60	38,126.40
	Semi-Monthly	14.21	14.72	15.24	15.74	16.25	16.76	17.28	17.78	18.29	18.81
216	Hourly	1,231.53	1,275.73	1,320.80	1,364.13	1,408.33	1,452.53	1,497.60	1,540.93	1,585.13	1,630.20
	Hourly	2,463.07	2,551.47	2,641.60	2,728.27	2,816.67	2,905.07	2,995.20	3,081.87	3,170.27	3,260.40
	Monthly Annual	29,556.80	30,617.60	31,699.20	32,739.20	33,800.00	34,860.80	35,942.40	36,982.40	38,043.20	39,124.80
217	Hourly	14.66	15.22	15.77	16.33	16.89	17.44	18.01	18.56	19.11	19.68
	Hourly	1,270.53	1,319.07	1,366.73	1,415.27	1,463.80	1,511.47	1,560.87	1,608.53	1,656.20	1,705.60
	Monthly Annual	2,541.07	2,638.13	2,733.47	2,830.53	2,927.60	3,022.93	3,121.73	3,217.07	3,312.40	3,411.20
218	Hourly	30,492.80	31,657.60	32,801.60	33,966.40	35,131.20	36,275.20	37,460.80	38,604.80	39,748.80	40,934.40

Board of Regents, State of Iowa
Security Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
301	Hourly	7.01	7.26	7.53	7.79	8.05	8.31	8.58	8.83	9.10	9.36
	Semi-Monthly	607.53	629.20	652.60	675.13	697.67	720.20	743.60	765.27	788.67	811.20
	Monthly Annual	1,215.07 14,580.80	1,258.40 15,100.80	1,305.20 15,662.40	1,350.27 16,203.20	1,395.33 16,744.00	1,440.40 17,284.80	1,487.20 17,846.40	1,530.53 18,366.40	1,577.33 18,928.00	1,622.40 19,468.80
302	Hourly	7.61	7.88	8.16	8.43	8.71	8.99	9.25	9.53	9.81	10.09
	Semi-Monthly	659.53	682.93	707.20	730.60	754.87	779.13	801.67	825.93	850.20	874.47
	Monthly Annual	1,319.07 15,828.80	1,365.87 16,390.40	1,414.40 16,972.80	1,461.20 17,534.40	1,509.73 18,116.80	1,558.27 18,699.20	1,603.33 19,240.00	1,651.87 19,822.40	1,700.40 20,404.80	1,748.93 20,987.20
303	Hourly	8.25	8.56	8.85	9.15	9.46	9.76	10.07	10.36	10.66	10.97
	Semi-Monthly	715.00	741.87	767.00	793.00	819.87	845.87	872.73	897.87	923.87	950.73
	Monthly Annual	1,430.00 17,160.00	1,483.73 17,804.80	1,534.00 18,408.00	1,586.00 19,032.00	1,639.73 19,676.80	1,691.73 20,300.80	1,745.47 20,945.60	1,795.73 21,548.80	1,847.73 22,172.80	1,901.47 22,817.60
304	Hourly	8.71	9.04	9.37	9.70	10.02	10.35	10.68	11.01	11.34	11.67
	Semi-Monthly	754.87	783.47	812.07	840.67	868.40	897.00	925.60	954.20	982.80	1,011.40
	Monthly Annual	1,509.73 18,116.80	1,566.93 18,803.20	1,624.13 19,489.60	1,681.33 20,176.00	1,736.80 20,841.60	1,794.00 21,528.00	1,851.20 22,214.40	1,908.40 22,900.80	1,965.60 23,587.20	2,022.80 24,273.60
305	Hourly	9.32	9.68	10.02	10.37	10.72	11.08	11.43	11.78	12.13	12.49
	Semi-Monthly	807.73	838.93	868.40	898.73	929.07	960.27	990.60	1,020.93	1,051.27	1,082.47
	Monthly Annual	1,615.47 19,385.60	1,677.87 20,134.40	1,736.80 20,841.60	1,797.47 21,569.60	1,858.13 22,297.60	1,920.53 23,046.40	1,981.20 23,774.40	2,041.87 24,502.40	2,102.53 25,230.40	2,164.93 25,979.20
306	Hourly	9.81	10.20	10.60	10.99	11.38	11.78	12.17	12.56	12.96	13.35
	Semi-Monthly	850.20	884.00	918.67	952.47	986.27	1,020.93	1,054.73	1,088.53	1,123.20	1,157.00
	Monthly Annual	1,700.40 20,404.80	1,768.00 21,216.00	1,837.33 22,048.00	1,904.93 22,859.20	1,972.53 23,670.40	2,041.87 24,502.40	2,109.47 25,313.60	2,177.07 26,124.80	2,246.40 26,956.80	2,314.00 27,768.00
307	Hourly	10.45	10.88	11.30	11.71	12.13	12.55	12.97	13.39	13.81	14.23
	Semi-Monthly	905.67	942.93	979.33	1,014.87	1,051.27	1,087.67	1,124.07	1,160.47	1,196.87	1,233.27
	Monthly Annual	1,811.33 21,736.00	1,885.87 22,630.40	1,958.67 23,504.00	2,029.73 24,356.80	2,102.53 25,230.40	2,175.33 26,104.00	2,248.13 26,977.60	2,320.93 27,851.20	2,393.73 28,724.80	2,466.53 29,598.40
308	Hourly	10.93	11.37	11.81	12.25	12.69	13.13	13.57	14.02	14.46	14.90
	Semi-Monthly	947.27	985.40	1,023.53	1,061.67	1,099.80	1,137.93	1,176.07	1,215.07	1,253.20	1,291.33
	Monthly Annual	1,894.53 22,734.40	1,970.80 23,649.60	2,047.07 24,564.80	2,123.33 25,480.00	2,199.60 26,395.20	2,275.87 27,310.40	2,352.13 28,225.60	2,430.13 29,161.60	2,506.40 30,076.80	2,582.67 30,992.00

Board of Regents, State of Iowa
Security Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
309	Hourly	11.60	12.07	12.53	12.99	13.45	13.91	14.37	14.83	15.29	15.75
	Semi-Monthly	1,005.33	1,046.07	1,085.93	1,125.80	1,165.67	1,205.53	1,245.40	1,285.27	1,325.13	1,365.00
	Monthly	2,010.67	2,092.13	2,171.87	2,251.60	2,331.33	2,411.07	2,490.80	2,570.53	2,650.27	2,730.00
310	Annual	24,128.00	25,105.60	26,062.40	27,019.20	27,976.00	28,932.80	29,889.60	30,846.40	31,803.20	32,760.00
	Hourly	12.13	12.62	13.11	13.59	14.09	14.58	15.06	15.55	16.05	16.53
	Semi-Monthly	1,051.27	1,093.73	1,136.20	1,177.80	1,221.13	1,263.60	1,305.20	1,347.67	1,391.00	1,432.60
311	Monthly	2,102.53	2,187.47	2,272.40	2,355.60	2,442.27	2,527.20	2,610.40	2,695.33	2,782.00	2,865.20
	Annual	25,230.40	26,249.60	27,268.80	28,267.20	29,307.20	30,326.40	31,324.80	32,344.00	33,384.00	34,382.40
	Hourly	12.65	13.16	13.69	14.20	14.71	15.24	15.75	16.26	16.79	17.30
312	Semi-Monthly	1,096.33	1,140.53	1,186.47	1,230.67	1,274.87	1,320.80	1,365.00	1,409.20	1,455.13	1,499.33
	Monthly	2,192.67	2,281.07	2,372.93	2,461.33	2,549.73	2,641.60	2,730.00	2,818.40	2,910.27	2,998.67
	Annual	26,312.00	27,372.80	28,475.20	29,536.00	30,596.80	31,699.20	32,760.00	33,820.80	34,923.20	35,984.00
313	Hourly	13.26	13.80	14.34	14.89	15.43	15.97	16.52	17.06	17.61	18.15
	Semi-Monthly	1,149.20	1,196.00	1,242.80	1,290.47	1,337.27	1,384.07	1,431.73	1,478.53	1,526.20	1,573.00
	Monthly	2,298.40	2,392.00	2,485.60	2,580.93	2,674.53	2,768.13	2,863.47	2,957.07	3,052.40	3,146.00
314	Annual	27,580.80	28,704.00	29,827.20	30,971.20	32,094.40	33,217.60	34,361.60	35,484.80	36,628.80	37,752.00
	Hourly	13.81	14.39	14.97	15.55	16.13	16.71	17.29	17.87	18.45	19.03
	Semi-Monthly	1,196.87	1,247.13	1,297.40	1,347.67	1,397.93	1,448.20	1,498.47	1,548.73	1,599.00	1,649.27
315	Monthly	2,393.73	2,494.27	2,594.80	2,695.33	2,795.87	2,896.40	2,996.93	3,097.47	3,198.00	3,298.53
	Annual	28,724.80	29,931.20	31,137.60	32,344.00	33,550.40	34,756.80	35,963.20	37,169.60	38,376.00	39,582.40
	Hourly	14.46	15.02	15.58	16.15	16.70	17.27	17.83	18.40	18.96	19.52
316	Semi-Monthly	1,253.20	1,301.73	1,350.27	1,399.67	1,447.33	1,496.73	1,545.27	1,594.67	1,643.20	1,691.73
	Monthly	2,506.40	2,603.47	2,700.53	2,799.33	2,894.67	2,993.47	3,090.53	3,189.33	3,286.40	3,383.47
	Annual	30,076.80	31,241.60	32,406.40	33,592.00	34,736.00	35,921.60	37,086.40	38,272.00	39,436.80	40,601.60
317	Hourly	14.95	15.56	16.18	16.80	17.41	18.03	18.64	19.26	19.87	20.49
	Semi-Monthly	1,295.67	1,348.53	1,402.27	1,456.00	1,508.87	1,562.60	1,615.47	1,669.20	1,722.07	1,775.80
	Monthly	2,591.33	2,697.07	2,804.53	2,912.00	3,017.73	3,125.20	3,230.93	3,338.40	3,444.13	3,551.60
318	Annual	31,096.00	32,364.80	33,654.40	34,944.00	36,212.80	37,502.40	38,771.20	40,060.80	41,329.60	42,619.20

Board of Regents, State of Iowa
Technical Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
401	Hourly	6.63	6.90	7.19	7.48	7.77	8.04	8.33	8.62	8.90	9.18
	Semi-Monthly	574.60	598.00	623.13	648.27	673.40	696.80	721.93	747.07	771.33	795.60
	Monthly Annual	1,149.20 13,790.40	1,196.00 14,352.00	1,246.27 14,955.20	1,296.53 15,558.40	1,346.80 16,161.60	1,393.60 16,723.20	1,443.87 17,326.40	1,494.13 17,929.60	1,542.67 18,512.00	1,591.20 19,094.40
402	Hourly	7.33	7.61	7.89	8.18	8.46	8.75	9.04	9.32	9.60	9.89
	Semi-Monthly	635.27	659.53	683.80	708.93	733.20	758.33	783.47	807.73	832.00	857.13
	Monthly Annual	1,270.53 15,246.40	1,319.07 15,828.80	1,367.60 16,411.20	1,417.87 17,014.40	1,466.40 17,596.80	1,516.67 18,200.00	1,566.93 18,803.20	1,615.47 19,385.60	1,664.00 19,968.00	1,714.27 20,571.20
403	Hourly	7.96	8.28	8.60	8.92	9.23	9.55	9.88	10.20	10.52	10.83
	Semi-Monthly	689.87	717.60	745.33	773.07	799.93	827.67	856.27	884.00	911.73	938.60
	Monthly Annual	1,379.73 16,556.80	1,435.20 17,222.40	1,490.67 17,888.00	1,546.13 18,553.60	1,599.87 19,198.40	1,655.33 19,864.00	1,712.53 20,550.40	1,768.00 21,216.00	1,823.47 21,881.60	1,877.20 22,526.40
404	Hourly	8.46	8.81	9.17	9.52	9.87	10.22	10.58	10.93	11.28	11.62
	Semi-Monthly	733.20	763.53	794.73	825.07	855.40	885.73	916.93	947.27	977.60	1,007.07
	Monthly Annual	1,466.40 17,596.80	1,527.07 18,324.80	1,589.47 19,073.60	1,650.13 19,801.60	1,710.80 20,529.60	1,771.47 21,257.60	1,833.87 22,006.40	1,894.53 22,734.40	1,955.20 23,462.40	2,014.13 24,169.60
405	Hourly	9.09	9.46	9.84	10.22	10.60	10.97	11.35	11.73	12.10	12.48
	Semi-Monthly	787.80	819.87	852.80	885.73	918.67	950.73	983.67	1,016.60	1,048.67	1,081.60
	Monthly Annual	1,575.60 18,907.20	1,639.73 19,676.80	1,705.60 20,467.20	1,771.47 21,257.60	1,837.33 22,048.00	1,901.47 22,817.60	1,967.33 23,608.00	2,033.20 24,398.40	2,097.33 25,168.00	2,163.20 25,958.40
406	Hourly	9.60	10.02	10.44	10.87	11.29	11.70	12.12	12.54	12.96	13.38
	Semi-Monthly	832.00	868.40	904.80	942.07	978.47	1,014.00	1,050.40	1,086.80	1,123.20	1,159.60
	Monthly Annual	1,664.00 19,968.00	1,736.80 20,841.60	1,809.60 21,715.20	1,884.13 22,609.60	1,956.93 23,483.20	2,028.00 24,336.00	2,100.80 25,209.60	2,173.60 26,083.20	2,246.40 26,956.80	2,319.20 27,830.40
407	Hourly	10.32	10.76	11.21	11.66	12.10	12.54	12.98	13.42	13.86	14.30
	Semi-Monthly	894.40	932.53	971.53	1,010.53	1,048.67	1,086.80	1,124.93	1,163.07	1,201.20	1,239.33
	Monthly Annual	1,788.80 21,465.60	1,865.07 22,380.80	1,943.07 23,316.80	2,021.07 24,252.80	2,097.33 25,168.00	2,173.60 26,083.20	2,249.87 26,998.40	2,326.13 27,913.60	2,402.40 28,828.80	2,478.67 29,744.00
408	Hourly	10.81	11.29	11.76	12.23	12.70	13.17	13.65	14.12	14.59	15.07
	Semi-Monthly	936.87	978.47	1,019.20	1,059.93	1,100.67	1,141.40	1,183.00	1,223.73	1,264.47	1,306.07
	Monthly Annual	1,873.73 22,484.80	1,956.93 23,483.20	2,038.40 24,460.80	2,119.87 25,438.40	2,201.33 26,416.00	2,282.80 27,393.60	2,366.00 28,392.00	2,447.47 29,369.60	2,528.93 30,347.20	2,612.13 31,345.60

Board of Regents, State of Iowa
Technical Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
409	Hourly	11.55	12.01	12.49	12.96	13.43	13.89	14.36	14.84	15.30	15.77
	Semi-Monthly	1,001.00	1,040.87	1,082.47	1,123.20	1,163.93	1,203.80	1,244.53	1,286.13	1,326.00	1,366.73
	Monthly Annual	2,002.00	2,081.73	2,164.93	2,246.40	2,327.87	2,407.60	2,489.07	2,572.27	2,652.00	2,733.47
410	Hourly	24,024.00	24,980.80	25,979.20	26,956.80	27,934.40	28,891.20	29,868.80	30,867.20	31,824.00	32,801.60
	Hourly	12.10	12.58	13.05	13.53	14.00	14.49	14.96	15.44	15.91	16.40
	Semi-Monthly	1,048.67	1,090.27	1,131.00	1,172.60	1,213.33	1,255.80	1,296.53	1,338.13	1,378.87	1,421.33
411	Hourly	2,097.33	2,180.53	2,262.00	2,345.20	2,426.67	2,511.60	2,593.07	2,676.27	2,757.73	2,842.67
	Hourly	25,168.00	26,166.40	27,144.00	28,142.40	29,120.00	30,139.20	31,116.80	32,115.20	33,092.80	34,112.00
	Semi-Monthly	12.65	13.15	13.66	14.16	14.67	15.17	15.68	16.18	16.68	17.20
412	Hourly	1,096.33	1,139.67	1,183.87	1,227.20	1,271.40	1,314.73	1,358.93	1,402.27	1,445.60	1,490.67
	Hourly	2,192.67	2,279.33	2,367.73	2,454.40	2,542.80	2,629.47	2,717.87	2,804.53	2,891.20	2,981.33
	Annual	26,312.00	27,352.00	28,412.80	29,452.80	30,513.60	31,553.60	32,614.40	33,654.40	34,694.40	35,776.00
413	Hourly	13.29	13.81	14.34	14.88	15.40	15.93	16.46	16.99	17.52	18.05
	Hourly	1,151.80	1,196.87	1,242.80	1,289.60	1,334.67	1,380.60	1,426.53	1,472.47	1,518.40	1,564.33
	Annual	2,303.60	2,393.73	2,485.60	2,579.20	2,669.33	2,761.20	2,853.07	2,944.93	3,036.80	3,128.67
414	Hourly	27,643.20	28,724.80	29,827.20	30,950.40	32,032.00	33,134.40	34,236.80	35,339.20	36,441.60	37,544.00
	Hourly	13.86	14.44	15.00	15.56	16.13	16.70	17.27	17.83	18.40	18.96
	Semi-Monthly	1,201.20	1,251.47	1,300.00	1,348.53	1,397.93	1,447.33	1,496.73	1,545.27	1,594.67	1,643.20
415	Hourly	2,402.40	2,502.93	2,600.00	2,697.07	2,795.87	2,894.67	2,993.47	3,090.53	3,189.33	3,286.40
	Hourly	28,828.80	30,035.20	31,200.00	32,364.80	33,550.40	34,736.00	35,921.60	37,086.40	38,272.00	39,436.80
	Semi-Monthly	14.59	15.14	15.69	16.23	16.78	17.32	17.86	18.42	18.96	19.50
416	Hourly	1,284.47	1,312.13	1,359.80	1,406.60	1,454.27	1,501.07	1,547.87	1,596.40	1,643.20	1,690.00
	Hourly	2,528.93	2,624.27	2,719.60	2,813.20	2,908.53	3,002.13	3,095.73	3,192.80	3,286.40	3,380.00
	Annual	30,347.20	31,491.20	32,635.20	33,758.40	34,902.40	36,025.60	37,148.80	38,313.60	39,436.80	40,560.00
417	Hourly	14.94	15.56	16.18	16.81	17.42	18.05	18.66	19.29	19.91	20.53
	Hourly	1,294.80	1,348.53	1,402.27	1,456.87	1,509.73	1,564.33	1,617.20	1,671.80	1,725.53	1,779.27
	Annual	2,589.60	2,697.07	2,804.53	2,913.73	3,019.47	3,128.67	3,234.40	3,343.60	3,451.07	3,558.53
418	Hourly	31,075.20	32,364.80	33,654.40	34,964.80	36,233.60	37,544.00	38,812.80	40,123.20	41,412.80	42,702.40

Board of Regents, State of Iowa
Clerical Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
501	Hourly	6.63	6.95	7.27	7.59	7.91	8.24	8.56	8.89	9.20	9.53
	Semi-Monthly	574.60	602.33	630.07	657.80	685.53	714.13	741.87	770.47	797.33	825.93
	Monthly Annual	1,149.20 13,790.40	1,204.67 14,456.00	1,260.13 15,121.60	1,315.60 15,787.20	1,371.07 16,452.80	1,428.27 17,139.20	1,483.73 17,804.80	1,540.93 18,491.20	1,594.67 19,136.00	1,651.87 19,822.40
502	Hourly	7.33	7.64	7.97	8.30	8.62	8.95	9.28	9.59	9.92	10.25
	Semi-Monthly	635.27	662.13	690.73	719.33	747.07	775.67	804.27	831.13	859.73	888.33
	Monthly Annual	1,270.53 15,246.40	1,324.27 15,891.20	1,381.47 16,577.60	1,438.67 17,264.00	1,494.13 17,929.60	1,551.33 18,616.00	1,608.53 19,302.40	1,662.27 19,947.20	1,719.47 20,633.60	1,776.67 21,320.00
503	Hourly	7.96	8.32	8.69	9.05	9.42	9.78	10.15	10.51	10.88	11.23
	Semi-Monthly	689.87	721.07	753.13	784.33	816.40	847.60	879.67	910.87	942.93	973.27
	Monthly Annual	1,379.73 16,556.80	1,442.13 17,305.60	1,506.27 18,075.20	1,568.67 18,824.00	1,632.80 19,593.60	1,695.20 20,342.40	1,759.33 21,112.00	1,821.73 21,860.80	1,885.87 22,630.40	1,946.53 23,358.40
504	Hourly	8.46	8.85	9.25	9.64	10.04	10.43	10.82	11.22	11.61	12.00
	Semi-Monthly	733.20	767.00	801.67	835.47	870.13	903.93	937.73	972.40	1,006.20	1,040.00
	Monthly Annual	1,466.40 17,596.80	1,534.00 18,408.00	1,603.33 19,240.00	1,670.93 20,051.20	1,740.27 20,883.20	1,807.87 21,694.40	1,875.47 22,505.60	1,944.80 23,337.60	2,012.40 24,148.80	2,080.00 24,960.00
505	Hourly	9.09	9.51	9.93	10.35	10.78	11.20	11.62	12.05	12.47	12.90
	Semi-Monthly	787.80	824.20	860.60	897.00	934.27	970.67	1,007.07	1,044.33	1,080.73	1,118.00
	Monthly Annual	1,575.60 18,907.20	1,648.40 19,780.80	1,721.20 20,654.40	1,794.00 21,528.00	1,868.53 22,422.40	1,941.33 23,296.00	2,014.13 24,169.60	2,088.67 25,064.00	2,161.47 25,937.60	2,236.00 26,832.00
506	Hourly	9.60	10.08	10.55	11.02	11.49	11.96	12.44	12.91	13.38	13.85
	Semi-Monthly	832.00	873.60	914.33	955.07	995.80	1,036.53	1,078.13	1,118.87	1,159.60	1,200.33
	Monthly Annual	1,664.00 19,968.00	1,747.20 20,966.40	1,828.67 21,944.00	1,910.13 22,921.60	1,991.60 23,899.20	2,073.07 24,876.80	2,156.27 25,875.20	2,237.73 26,852.80	2,319.20 27,830.40	2,400.67 28,808.00
507	Hourly	10.32	10.82	11.32	11.82	12.31	12.81	13.32	13.81	14.31	14.81
	Semi-Monthly	894.40	937.73	981.07	1,024.40	1,066.87	1,110.20	1,154.40	1,196.87	1,240.20	1,283.53
	Monthly Annual	1,788.80 21,465.60	1,875.47 22,505.60	1,962.13 23,545.60	2,048.80 24,585.60	2,133.73 25,604.80	2,220.40 26,644.80	2,308.80 27,705.60	2,393.73 28,724.80	2,480.40 29,764.80	2,567.07 30,804.80
508	Hourly	10.81	11.34	11.87	12.39	12.93	13.45	13.98	14.51	15.04	15.56
	Semi-Monthly	936.87	982.80	1,028.73	1,073.80	1,120.60	1,165.67	1,211.60	1,257.53	1,303.47	1,348.53
	Monthly Annual	1,873.73 22,484.80	1,965.60 23,587.20	2,057.47 24,689.60	2,147.60 25,771.20	2,241.20 26,894.40	2,331.33 27,976.00	2,423.20 29,078.40	2,515.07 30,180.80	2,606.93 31,283.20	2,697.07 32,364.80

Board of Regents, State of Iowa
Clerical Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
509	Hourly	11.55	12.09	12.61	13.14	13.68	14.21	14.73	15.27	15.80	16.33
	Semi-Monthly	1,001.00	1,047.80	1,092.87	1,138.80	1,185.60	1,231.53	1,276.60	1,323.40	1,369.33	1,415.27
	Monthly Annual	2,002.00	2,095.60	2,185.73	2,277.60	2,371.20	2,463.07	2,553.20	2,646.80	2,738.67	2,830.53
510	Hourly	24,024.00	25,147.20	26,228.80	27,331.20	28,454.40	29,556.80	30,638.40	31,761.60	32,864.00	33,966.40
	Hourly	12.10	12.64	13.18	13.72	14.26	14.81	15.34	15.88	16.43	16.96
	Semi-Monthly	1,048.67	1,095.47	1,142.27	1,189.07	1,235.87	1,283.53	1,329.47	1,376.27	1,423.93	1,469.87
511	Hourly	2,097.33	2,190.93	2,284.53	2,378.13	2,471.73	2,567.07	2,658.93	2,752.53	2,847.87	2,939.73
	Monthly Annual	25,168.00	26,291.20	27,414.40	28,537.60	29,660.80	30,804.80	31,907.20	33,030.40	34,174.40	35,276.80
	Hourly	12.65	13.23	13.79	14.36	14.93	15.50	16.08	16.64	17.22	17.78
512	Hourly	1,096.33	1,146.60	1,195.13	1,244.53	1,293.93	1,343.33	1,393.60	1,442.13	1,492.40	1,540.93
	Semi-Monthly	2,192.67	2,293.20	2,390.27	2,489.07	2,587.87	2,686.67	2,787.20	2,884.27	2,984.80	3,081.87
	Monthly Annual	26,312.00	27,518.40	28,683.20	29,868.80	31,054.40	32,240.00	33,446.40	34,611.20	35,817.60	36,982.40
513	Hourly	13.29	13.88	14.49	15.08	15.69	16.29	16.89	17.49	18.09	18.69
	Semi-Monthly	1,151.80	1,202.93	1,255.80	1,306.93	1,359.80	1,411.80	1,463.80	1,515.80	1,567.80	1,619.80
	Monthly Annual	2,303.60	2,405.87	2,511.60	2,613.87	2,719.60	2,823.60	2,927.60	3,031.60	3,135.60	3,239.60
514	Hourly	27,643.20	28,870.40	30,139.20	31,366.40	32,635.20	33,883.20	35,131.20	36,379.20	37,627.20	38,875.20
	Hourly	13.86	14.51	15.14	15.79	16.43	17.07	17.71	18.34	18.99	19.63
	Semi-Monthly	1,201.20	1,257.53	1,312.13	1,368.47	1,423.93	1,479.40	1,534.87	1,589.47	1,645.80	1,701.27
515	Hourly	2,402.40	2,515.07	2,624.27	2,736.93	2,847.87	2,958.80	3,069.73	3,178.93	3,291.60	3,402.53
	Monthly Annual	28,828.80	30,180.80	31,491.20	32,843.20	34,174.40	35,505.60	36,836.80	38,147.20	39,499.20	40,830.40
	Hourly	14.59	15.22	15.84	16.48	17.10	17.73	18.36	18.98	19.61	20.23
516	Hourly	1,264.47	1,319.07	1,372.80	1,428.27	1,482.00	1,536.60	1,591.20	1,644.93	1,699.53	1,753.27
	Semi-Monthly	2,528.93	2,638.13	2,745.60	2,856.53	2,964.00	3,073.20	3,182.40	3,289.87	3,399.07	3,506.53
	Monthly Annual	30,347.20	31,657.60	32,947.20	34,278.40	35,568.00	36,878.40	38,188.80	39,478.40	40,788.80	42,078.40
517	Hourly	14.94	15.65	16.35	17.05	17.76	18.47	19.17	19.87	20.57	21.28
	Semi-Monthly	1,294.80	1,356.33	1,417.00	1,477.67	1,539.20	1,600.73	1,661.40	1,722.07	1,782.73	1,844.27
	Monthly Annual	2,589.60	2,712.67	2,834.00	2,955.33	3,078.40	3,201.47	3,322.80	3,444.13	3,565.47	3,688.53
518	Hourly	31,075.20	32,552.00	34,008.00	35,464.00	36,940.80	38,417.60	39,873.60	41,329.60	42,785.60	44,262.40
	Hourly	12.65	13.23	13.79	14.36	14.93	15.50	16.08	16.64	17.22	17.78
	Semi-Monthly	1,096.33	1,146.60	1,195.13	1,244.53	1,293.93	1,343.33	1,393.60	1,442.13	1,492.40	1,540.93
519	Hourly	2,192.67	2,293.20	2,390.27	2,489.07	2,587.87	2,686.67	2,787.20	2,884.27	2,984.80	3,081.87
	Monthly Annual	26,312.00	27,518.40	28,683.20	29,868.80	31,054.40	32,240.00	33,446.40	34,611.20	35,817.60	36,982.40
	Hourly	13.29	13.88	14.49	15.08	15.69	16.29	16.89	17.49	18.09	18.69
520	Hourly	1,151.80	1,202.93	1,255.80	1,306.93	1,359.80	1,411.80	1,463.80	1,515.80	1,567.80	1,619.80
	Semi-Monthly	2,303.60	2,405.87	2,511.60	2,613.87	2,719.60	2,823.60	2,927.60	3,031.60	3,135.60	3,239.60
	Monthly Annual	27,643.20	28,870.40	30,139.20	31,366.40	32,635.20	33,883.20	35,131.20	36,379.20	37,627.20	38,875.20
521	Hourly	13.86	14.51	15.14	15.79	16.43	17.07	17.71	18.34	18.99	19.63
	Semi-Monthly	1,201.20	1,257.53	1,312.13	1,368.47	1,423.93	1,479.40	1,534.87	1,589.47	1,645.80	1,701.27
	Monthly Annual	2,402.40	2,515.07	2,624.27	2,736.93	2,847.87	2,958.80	3,069.73	3,178.93	3,291.60	3,402.53
522	Hourly	28,828.80	30,180.80	31,491.20	32,843.20	34,174.40	35,505.60	36,836.80	38,147.20	39,499.20	40,830.40
	Hourly	14.59	15.22	15.84	16.48	17.10	17.73	18.36	18.98	19.61	20.23
	Semi-Monthly	1,264.47	1,319.07	1,372.80	1,428.27	1,482.00	1,536.60	1,591.20	1,644.93	1,699.53	1,753.27
523	Hourly	2,528.93	2,638.13	2,745.60	2,856.53	2,964.00	3,073.20	3,182.40	3,289.87	3,399.07	3,506.53
	Monthly Annual	30,347.20	31,657.60	32,947.20	34,278.40	35,568.00	36,878.40	38,188.80	39,478.40	40,788.80	42,078.40
	Hourly	14.94	15.65	16.35	17.05	17.76	18.47	19.17	19.87	20.57	21.28
524	Hourly	1,294.80	1,356.33	1,417.00	1,477.67	1,539.20	1,600.73	1,661.40	1,722.07	1,782.73	1,844.27
	Semi-Monthly	2,589.60	2,712.67	2,834.00	2,955.33	3,078.40	3,201.47	3,322.80	3,444.13	3,565.47	3,688.53
	Monthly Annual	31,075.20	32,552.00	34,008.00	35,464.00	36,940.80	38,417.60	39,873.60	41,329.60	42,785.60	44,262.40

Board of Regents, State of Iowa
Nonorganized Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
101	Hourly	6.63	6.95	7.27	7.59	7.91	8.24	8.56	8.89	9.20	9.53
	Semi-Monthly	574.60	602.33	630.07	657.80	685.53	714.13	741.87	770.47	797.33	825.93
	Monthly	1,149.20	1,204.67	1,260.13	1,315.60	1,371.07	1,428.27	1,483.73	1,540.93	1,594.67	1,651.87
102	Hourly	7.33	7.64	7.97	8.30	8.62	8.95	9.28	9.59	9.92	10.25
	Semi-Monthly	635.27	662.13	690.73	719.33	747.07	775.67	804.27	831.13	859.73	888.33
	Monthly	1,270.53	1,324.27	1,381.47	1,438.67	1,494.13	1,551.33	1,608.53	1,662.27	1,719.47	1,776.67
103	Hourly	7.96	8.32	8.69	9.05	9.42	9.78	10.15	10.51	10.88	11.23
	Semi-Monthly	689.87	721.07	753.13	784.33	816.40	847.60	879.67	910.87	942.93	973.27
	Monthly	1,379.73	1,442.13	1,506.27	1,568.67	1,632.80	1,695.20	1,759.33	1,821.73	1,885.87	1,946.53
104	Hourly	8.46	8.85	9.25	9.64	10.04	10.43	10.82	11.22	11.61	12.00
	Semi-Monthly	733.20	767.00	801.67	835.47	870.13	903.93	937.73	972.40	1,006.20	1,040.00
	Monthly	1,466.40	1,534.00	1,603.33	1,670.93	1,740.27	1,807.87	1,875.47	1,944.80	2,012.40	2,080.00
105	Hourly	9.09	9.51	9.93	10.35	10.78	11.20	11.62	12.05	12.47	12.90
	Semi-Monthly	787.80	824.20	860.60	897.00	934.27	970.67	1,007.07	1,044.33	1,080.73	1,118.00
	Monthly	1,575.60	1,648.40	1,721.20	1,794.00	1,868.53	1,941.33	2,014.13	2,088.67	2,161.47	2,236.00
106	Hourly	9.60	10.08	10.55	11.02	11.49	11.96	12.44	12.91	13.38	13.85
	Semi-Monthly	832.00	873.60	914.33	955.07	995.80	1,036.53	1,078.13	1,118.87	1,159.60	1,200.33
	Monthly	1,664.00	1,747.20	1,828.67	1,910.13	1,991.60	2,073.07	2,156.27	2,237.73	2,319.20	2,400.67
107	Hourly	10.32	10.82	11.32	11.82	12.31	12.81	13.32	13.81	14.31	14.81
	Semi-Monthly	894.40	937.73	981.07	1,024.40	1,066.87	1,110.20	1,154.40	1,196.87	1,240.20	1,283.53
	Monthly	1,788.80	1,875.47	1,962.13	2,048.80	2,133.73	2,220.40	2,308.80	2,393.73	2,480.40	2,567.07
108	Hourly	10.81	11.34	11.87	12.39	12.93	13.45	13.98	14.51	15.04	15.56
	Semi-Monthly	936.87	982.80	1,028.73	1,073.80	1,120.60	1,165.67	1,211.60	1,257.53	1,303.47	1,348.53
	Monthly	1,873.73	1,965.60	2,057.47	2,147.60	2,241.20	2,331.33	2,423.20	2,515.07	2,606.93	2,697.07
109	Hourly	11.55	12.09	12.61	13.14	13.68	14.21	14.73	15.27	15.80	16.33
	Semi-Monthly	1,001.00	1,047.80	1,092.87	1,138.80	1,185.60	1,231.53	1,276.60	1,323.40	1,369.33	1,415.27
	Monthly	2,002.00	2,095.60	2,185.73	2,277.60	2,371.20	2,463.07	2,553.20	2,646.80	2,738.67	2,830.53
	Annual	24,024.00	25,147.20	26,228.80	27,331.20	28,454.40	29,556.80	30,638.40	31,761.60	32,864.00	33,966.40

Board of Regents, State of Iowa
Nonorganized Pay Plan
July 1, 2000

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
110	Hourly	12.10	12.64	13.18	13.72	14.26	14.81	15.34	15.88	16.43	16.96
	Semi-Monthly	1,048.67	1,095.47	1,142.27	1,189.07	1,235.87	1,283.53	1,329.47	1,376.27	1,423.93	1,469.87
	Monthly Annual	2,097.33	2,190.93	2,284.53	2,378.13	2,471.73	2,567.07	2,658.93	2,752.53	2,847.87	2,939.73
111	Hourly	25.168.00	26.291.20	27.414.40	28.537.60	29.660.80	30.804.80	31.907.20	33.030.40	34.174.40	35.276.80
	Hourly	12.65	13.23	13.79	14.36	14.93	15.50	16.08	16.64	17.22	17.78
	Semi-Monthly	1,096.33	1,146.60	1,195.13	1,244.53	1,293.93	1,343.33	1,393.60	1,442.13	1,492.40	1,540.93
112	Hourly	2,192.67	2,293.20	2,390.27	2,489.07	2,587.87	2,686.67	2,787.20	2,884.27	2,984.80	3,081.87
	Monthly Annual	26,312.00	27,518.40	28,683.20	29,868.80	31,054.40	32,240.00	33,446.40	34,611.20	35,817.60	36,982.40
	Hourly	13.29	13.88	14.49	15.08	15.69	16.29	16.89	17.49	18.09	18.69
113	Hourly	1,151.80	1,202.93	1,255.80	1,306.93	1,359.80	1,411.80	1,463.80	1,515.80	1,567.80	1,619.80
	Semi-Monthly	2,303.60	2,405.87	2,511.60	2,613.87	2,719.60	2,823.60	2,927.60	3,031.60	3,135.60	3,239.60
	Monthly Annual	27,643.20	28,870.40	30,139.20	31,366.40	32,635.20	33,883.20	35,131.20	36,379.20	37,627.20	38,875.20
114	Hourly	13.86	14.51	15.14	15.79	16.43	17.07	17.71	18.34	18.99	19.63
	Semi-Monthly	1,201.20	1,257.53	1,312.13	1,368.47	1,423.93	1,479.40	1,534.87	1,589.47	1,645.80	1,701.27
	Monthly Annual	2,402.40	2,515.07	2,624.27	2,736.93	2,847.87	2,958.80	3,069.73	3,178.93	3,291.60	3,402.53
115	Hourly	28,828.80	30,180.80	31,491.20	32,843.20	34,174.40	35,505.60	36,836.80	38,147.20	39,499.20	40,830.40
	Hourly	14.59	15.22	15.84	16.48	17.10	17.73	18.36	18.98	19.61	20.23
	Semi-Monthly	1,264.47	1,319.07	1,372.80	1,428.27	1,482.00	1,536.60	1,591.20	1,644.93	1,699.53	1,753.27
116	Hourly	2,528.93	2,638.13	2,745.60	2,856.53	2,964.00	3,073.20	3,182.40	3,289.87	3,399.07	3,506.53
	Monthly Annual	30,347.20	31,657.60	32,947.20	34,278.40	35,598.00	36,878.40	38,188.80	39,478.40	40,788.80	42,078.40
	Hourly	14.94	15.65	16.35	17.05	17.76	18.47	19.17	19.87	20.57	21.28
117	Hourly	1,294.80	1,356.33	1,417.00	1,477.67	1,539.20	1,600.73	1,661.40	1,722.07	1,782.73	1,844.27
	Semi-Monthly	2,589.60	2,712.67	2,834.00	2,955.33	3,078.40	3,201.47	3,322.80	3,444.13	3,565.47	3,688.53
	Monthly Annual	31,075.20	32,552.00	34,008.00	35,464.00	36,940.80	38,417.60	39,873.60	41,329.60	42,785.60	44,262.40
118	Hourly	15.52	16.29	17.05	17.82	18.59	19.35	20.12	20.89	21.65	22.42
	Semi-Monthly	1,345.07	1,411.80	1,477.67	1,544.40	1,611.13	1,677.00	1,743.73	1,810.47	1,876.33	1,943.07
	Monthly Annual	2,690.13	2,823.60	2,955.33	3,088.80	3,222.27	3,354.00	3,487.47	3,620.93	3,752.67	3,886.13
119	Hourly	32,281.60	33,883.20	35,464.00	37,065.60	38,667.20	40,248.00	41,849.60	43,451.20	45,032.00	46,633.60
	Hourly	16.29	17.10	17.90	18.71	19.51	20.33	21.13	21.94	22.75	23.55
	Semi-Monthly	1,411.80	1,482.00	1,551.33	1,621.53	1,690.87	1,761.93	1,831.27	1,901.47	1,971.67	2,041.00
120	Hourly	2,823.60	2,964.00	3,102.67	3,243.07	3,381.73	3,523.87	3,662.53	3,802.93	3,943.33	4,082.00
	Monthly Annual	33,883.20	35,568.00	37,232.00	38,916.80	40,580.80	42,286.40	43,950.40	45,635.20	47,320.00	48,984.00
	Hourly	17.11	17.97	18.82	19.67	20.52	21.37	22.22	23.07	23.93	24.78
121	Hourly	1,482.87	1,557.40	1,631.07	1,704.73	1,778.40	1,852.07	1,925.73	1,999.40	2,073.93	2,147.60
	Semi-Monthly	2,965.73	3,114.80	3,262.13	3,409.47	3,556.80	3,704.13	3,851.47	3,998.80	4,147.87	4,295.20
	Monthly Annual	35,588.80	37,377.60	39,145.60	40,913.60	42,681.60	44,449.60	46,217.60	47,985.60	49,774.40	51,542.40