

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Revisions to Regent Merit System Classifications
Date: September 9, 2002

Recommended Action:

Approve the revisions to Regent Merit System classifications as outlined below.

Executive Summary:

Proposed Revisions	The Board is asked to approve the pay grade and title changes to classifications in the Regent Merit System as outlined below.
--------------------	--

AFSCME-covered	These classifications are in the AFSCME technical and clerical bargaining units. The proposed revisions were sent to the union for review. No comments were received.
----------------	---

State law on comparable worth	The pay grade assignments of these classifications have 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 (<u>Iowa Code §70A.18</u>).
-------------------------------	--

Classification Descriptions	The revised classification descriptions are included in the Regent Exhibit Book.
-----------------------------	--

PAY GRADE CHANGE

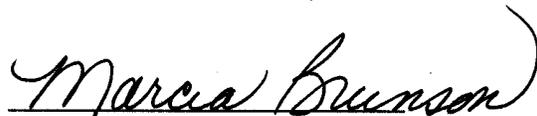
TITLE	PAY GRADE FROM	PAY GRADE TO	COMMENTS
Licensed Practical Nurse	407 (\$24,367 - \$34,640)	408 (\$25,453 - 36,206)	This classification has not been reviewed for a number of years, and the duties and responsibilities have changed. There are about 40 LPNs at the Regent institutions.

TITLE AND PAY GRADE CHANGE

TITLE	PAY GRADE FROM	PAY GRADE TO	COMMENTS
From: Medical Records Technician I To: Health Information Technician I	507 (\$24,367 - \$34,640)	508 (\$25,453 - 36,206)	The level of responsibility of this classification is comparable to that of the Secretary II and Clerk III, both of which are in pay grade 508. The title change better captures the scope of work of these individuals. There are 6 individuals in this classification at the University of Iowa.

TITLE CHANGE – NO CHANGE IN PAY GRADE

FROM TITLE	TO TITLE	COMMENTS
Medical Records Technician II	Health Information Technician II	As noted in the comments above, the title change better reflects the scope of the work of individuals in this classification.
Medical Records Technician III	Health Information Technician III	As noted in the comments above, the title change better reflects the scope of the work of individuals in this classification.



Marcia R. Brunson

Approved: 

Gregory S. Nichols