

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Regent Merit System Pay Plan
Date: July 6, 2001

Recommended Action:

1. Approve Regent Merit System pay schedules for fiscal year 2002, for the blue collar, security, technical and clerical bargaining units, as set forth in Attachments A, B, C, and D.
2. Approve the Regent Merit System supervisory pay schedule for fiscal year 2002, as set forth in Attachment E.

Executive Summary:

Regent Merit System pay schedules have been increased 3.0% in accordance with the AFSCME agreement and state salary policy. Contract and noncontract covered employees will be eligible for step increases in fiscal year 2002 in accordance with the collective bargaining agreement and the rules of the Regent Merit System.

The state salary allocations will not fully fund the pay plans, in particular, for the significant increases in employer health insurance premiums. The institutions will fund the difference through new revenues and internal reallocations, as identified in the budget docket memorandum, G.D. 12.

Background:

In accordance with Iowa Code §262.9(2), the Board appoints institutional employees and fixes their compensation. Iowa Code Chapter 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 Iowa Code 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 excluded from the bargaining unit and designated "confidential" because of their work with, and access to, information used in bargaining.

The provisions of the statewide collective bargaining agreement between the State of Iowa and the American Federation of State, County and Municipal Employees (AFSCME) cover the remaining 7,250 Regent Merit System employees. Regent employees account for about 32% of the statewide AFSCME unit.

Pursuant to Iowa Administrative Code §681.3.37, a public hearing on the proposed pay plan was held on Thursday, May 10, 2001, at Iowa State University.

The information provided above was reported to the Board in May 2001 but could not be recommended for approval because the state budget process was not complete. Approval of the pay schedules is now recommended.


Marcia R. Brunson

Approved: 
Frank J. Stork

Board of Regents, State of Iowa
Blue Collar Pay Plan
July 1, 2001

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
201	Hourly	7.77	8.01	8.25	8.49	8.72	8.97	9.21	9.45	9.69	9.92
	Semi-Monthly	673.40	694.20	715.00	735.80	755.73	777.40	798.20	819.00	839.80	859.73
	Monthly	1,346.80	1,388.40	1,430.00	1,471.60	1,511.47	1,554.80	1,596.40	1,638.00	1,679.60	1,719.47
	Annual	16,161.60	16,660.80	17,160.00	17,659.20	18,137.60	18,657.60	19,156.80	19,656.00	20,155.20	20,633.60
202	Hourly	8.29	8.55	8.81	9.05	9.32	9.58	9.83	10.08	10.34	10.60
	Semi-Monthly	718.47	741.00	763.53	784.33	807.73	830.27	851.93	873.60	896.13	918.67
	Monthly	1,436.93	1,482.00	1,527.07	1,568.67	1,615.47	1,660.53	1,703.87	1,747.20	1,792.27	1,837.33
	Annual	17,243.20	17,784.00	18,324.80	18,824.00	19,385.60	19,926.40	20,446.40	20,966.40	21,507.20	22,048.00
203	Hourly	8.91	9.19	9.46	9.74	10.02	10.30	10.58	10.86	11.13	11.41
	Semi-Monthly	772.20	796.47	819.87	844.13	868.40	892.67	916.93	941.20	964.60	988.87
	Monthly	1,544.40	1,592.93	1,639.73	1,688.27	1,736.80	1,785.33	1,833.87	1,882.40	1,929.20	1,977.73
	Annual	18,532.80	19,115.20	19,676.80	20,259.20	20,841.60	21,424.00	22,006.40	22,588.80	23,150.40	23,732.80
204	Hourly	9.36	9.66	9.97	10.27	10.57	10.88	11.17	11.47	11.77	12.08
	Semi-Monthly	811.20	837.20	864.07	890.07	916.07	942.93	968.07	994.07	1,020.07	1,046.93
	Monthly	1,622.40	1,674.40	1,728.13	1,780.13	1,832.13	1,885.87	1,936.13	1,988.13	2,040.13	2,093.87
	Annual	19,468.80	20,092.80	20,737.60	21,361.60	21,985.60	22,630.40	23,233.60	23,857.60	24,481.60	25,126.40
205	Hourly	9.88	10.21	10.54	10.87	11.20	11.52	11.85	12.17	12.49	12.82
	Semi-Monthly	856.27	884.87	913.47	942.07	970.67	998.40	1,027.00	1,054.73	1,082.47	1,111.07
	Monthly	1,712.53	1,769.73	1,826.93	1,884.13	1,941.33	1,996.80	2,054.00	2,109.47	2,164.93	2,222.13
	Annual	20,550.40	21,236.80	21,923.20	22,609.60	23,296.00	23,961.60	24,648.00	25,313.60	25,979.20	26,665.60
206	Hourly	10.34	10.70	11.07	11.43	11.80	12.16	12.54	12.90	13.27	13.63
	Semi-Monthly	896.13	927.33	959.40	990.60	1,022.67	1,053.87	1,086.80	1,118.00	1,150.07	1,181.27
	Monthly	1,792.27	1,854.67	1,918.80	1,981.20	2,045.33	2,107.73	2,173.60	2,236.00	2,300.13	2,362.53
	Annual	21,507.20	22,256.00	23,025.60	23,774.40	24,544.00	25,292.80	26,083.20	26,892.00	27,601.60	28,350.40
207	Hourly	10.94	11.33	11.73	12.12	12.51	12.91	13.30	13.70	14.09	14.48
	Semi-Monthly	948.13	981.93	1,016.60	1,050.40	1,084.20	1,118.87	1,152.67	1,187.33	1,221.13	1,254.93
	Monthly	1,896.27	1,963.87	2,033.20	2,100.80	2,168.40	2,237.73	2,305.33	2,374.67	2,442.27	2,509.87
	Annual	22,755.20	23,566.40	24,398.40	25,209.60	26,020.80	26,852.80	27,664.00	28,496.00	29,307.20	30,118.40
208	Hourly	11.36	11.77	12.18	12.60	13.00	13.41	13.82	14.23	14.64	15.05
	Semi-Monthly	984.53	1,020.07	1,055.60	1,092.00	1,126.67	1,162.20	1,197.73	1,233.27	1,268.80	1,304.33
	Monthly	1,969.07	2,040.13	2,111.20	2,184.00	2,253.33	2,324.40	2,395.47	2,466.53	2,537.60	2,608.67
	Annual	23,628.80	24,481.60	25,334.40	26,208.00	27,040.00	27,892.80	28,745.60	29,598.40	30,451.20	31,304.00

Board of Regents, State of Iowa
Blue Collar Pay Plan
July 1, 2001

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
209	Hourly	12.01	12.44	12.86	13.29	13.72	14.14	14.57	15.00	15.43	15.85
	Semi-Monthly	1,040.87	1,078.13	1,114.53	1,151.80	1,189.07	1,225.47	1,262.73	1,300.00	1,337.27	1,373.67
	Monthly Annual	2,081.73 24,980.80	2,156.27 25,875.20	2,229.07 26,748.80	2,303.60 27,643.20	2,378.13 28,537.60	2,450.93 29,411.20	2,525.47 30,305.60	2,600.00 31,200.00	2,674.53 32,094.40	2,747.33 32,988.00
210	Hourly	12.49	12.95	13.40	13.84	14.30	14.75	15.19	15.66	16.10	16.55
	Semi-Monthly	1,082.47	1,122.33	1,161.33	1,199.47	1,239.33	1,278.33	1,316.47	1,357.20	1,395.33	1,434.33
	Monthly Annual	2,164.93 25,979.20	2,244.67 26,936.00	2,322.67 27,872.00	2,398.93 28,787.20	2,478.67 29,744.00	2,556.67 30,680.00	2,632.93 31,595.20	2,714.40 32,572.80	2,790.67 33,488.00	2,868.67 34,424.00
211	Hourly	12.98	13.45	13.93	14.40	14.88	15.36	15.83	16.30	16.78	17.25
	Semi-Monthly	1,124.93	1,165.67	1,207.27	1,248.00	1,289.60	1,331.20	1,371.93	1,412.67	1,454.27	1,495.00
	Monthly Annual	2,249.87 26,998.40	2,331.33 27,976.00	2,414.53 28,974.40	2,496.00 29,952.00	2,579.20 30,950.40	2,662.40 31,948.80	2,743.87 32,926.40	2,825.33 33,904.00	2,908.53 34,902.40	2,990.00 35,880.00
212	Hourly	13.50	14.01	14.52	15.03	15.52	16.03	16.54	17.05	17.54	18.05
	Semi-Monthly	1,170.00	1,214.20	1,258.40	1,302.60	1,345.07	1,389.27	1,433.47	1,477.67	1,520.13	1,564.33
	Monthly Annual	2,340.00 28,080.00	2,428.40 29,140.80	2,516.80 30,201.60	2,605.20 31,262.40	2,690.13 32,281.60	2,778.53 33,342.40	2,866.93 34,403.20	2,955.33 35,464.00	3,040.27 36,483.20	3,128.67 37,544.00
213	Hourly	14.09	14.62	15.15	15.69	16.22	16.75	17.29	17.82	18.35	18.88
	Semi-Monthly	1,221.13	1,267.07	1,313.00	1,359.80	1,405.73	1,451.67	1,498.47	1,544.40	1,590.33	1,636.27
	Monthly Annual	2,442.27 29,307.20	2,534.13 30,409.60	2,626.00 31,512.00	2,719.60 32,635.20	2,811.47 33,737.60	2,903.33 34,840.00	2,996.93 35,963.20	3,088.80 37,065.60	3,180.67 38,168.00	3,272.53 39,270.40
214	Hourly	14.64	15.16	15.70	16.21	16.74	17.26	17.80	18.31	18.84	19.37
	Semi-Monthly	1,268.80	1,313.87	1,360.67	1,404.87	1,450.80	1,495.87	1,542.67	1,586.87	1,632.80	1,678.73
	Monthly Annual	2,537.60 30,451.20	2,627.73 31,532.80	2,721.33 32,656.00	2,809.73 33,716.80	2,901.60 34,819.20	2,991.73 35,900.80	3,085.33 37,024.00	3,173.73 38,084.80	3,265.60 39,187.20	3,357.47 40,289.60
215	Hourly	15.10	15.68	16.24	16.82	17.40	17.96	18.55	19.12	19.68	20.27
	Semi-Monthly	1,308.67	1,358.93	1,407.47	1,457.73	1,508.00	1,556.53	1,607.67	1,657.07	1,705.60	1,756.73
	Monthly Annual	2,617.33 31,408.00	2,717.87 32,614.40	2,814.93 33,779.20	2,915.47 34,985.60	3,016.00 36,192.00	3,113.07 37,356.80	3,215.33 38,584.00	3,314.13 39,769.60	3,411.20 40,934.40	3,513.47 42,161.60

Board of Regents, State of Iowa
Security Pay Plan
July 1, 2001

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
301	Hourly	7.22	7.48	7.76	8.02	8.29	8.56	8.84	9.09	9.37	9.64
	Semi-Monthly	625.73	648.27	672.53	695.07	718.47	741.87	766.13	787.80	812.07	835.47
	Monthly Annual	1,251.47	1,296.53	1,345.07	1,390.13	1,436.93	1,483.73	1,532.27	1,575.60	1,624.13	1,670.93
302	Hourly	15,017.60	15,558.40	16,140.80	16,681.60	17,243.20	17,804.80	18,367.20	18,907.20	19,489.60	20,051.20
	Hourly	7.84	8.12	8.40	8.68	8.97	9.26	9.53	9.82	10.10	10.39
	Semi-Monthly	679.47	703.73	728.00	752.27	777.40	802.53	825.93	851.07	875.33	900.47
303	Monthly Annual	1,358.93	1,407.47	1,456.00	1,504.53	1,554.80	1,605.07	1,651.87	1,702.13	1,750.67	1,800.93
	Hourly	16,307.20	16,889.60	17,472.00	18,054.40	18,657.60	19,260.80	19,822.40	20,425.60	21,008.00	21,611.20
	Hourly	8.50	8.82	9.12	9.42	9.74	10.05	10.37	10.67	10.98	11.30
304	Semi-Monthly	736.67	764.40	790.40	816.40	844.13	871.00	898.73	924.73	951.60	979.33
	Monthly Annual	1,473.33	1,528.80	1,580.80	1,632.80	1,688.27	1,742.00	1,797.47	1,849.47	1,903.20	1,958.67
	Hourly	17,680.00	18,345.60	18,969.60	19,593.60	20,259.20	20,904.00	21,569.60	22,193.60	22,838.40	23,504.00
305	Hourly	8.97	9.31	9.65	9.99	10.32	10.66	11.00	11.34	11.68	12.02
	Semi-Monthly	777.40	806.87	836.33	865.80	894.40	923.87	953.33	982.80	1,012.27	1,041.73
	Monthly Annual	1,554.80	1,613.73	1,672.67	1,731.60	1,788.80	1,847.73	1,906.67	1,965.60	2,024.53	2,083.47
306	Hourly	18,657.60	19,364.80	20,072.00	20,779.20	21,465.60	22,172.80	22,880.00	23,587.20	24,294.40	25,001.60
	Hourly	9.60	9.97	10.32	10.68	11.04	11.41	11.77	12.13	12.49	12.86
	Semi-Monthly	832.00	864.07	894.40	925.60	956.80	988.87	1,020.07	1,051.27	1,082.47	1,114.53
307	Monthly Annual	1,664.00	1,728.13	1,788.80	1,851.20	1,913.60	1,977.73	2,040.13	2,102.53	2,164.93	2,229.07
	Hourly	19,968.00	20,737.60	21,465.60	22,214.40	22,963.20	23,732.80	24,481.60	25,230.40	25,979.20	26,748.80
	Hourly	10.10	10.51	10.92	11.32	11.72	12.13	12.54	12.94	13.35	13.75
308	Semi-Monthly	875.33	910.87	946.40	981.07	1,015.73	1,051.27	1,086.80	1,121.47	1,157.00	1,191.67
	Monthly Annual	1,750.67	1,821.73	1,892.80	1,962.13	2,031.47	2,102.53	2,173.60	2,242.93	2,314.00	2,383.33
	Hourly	21,008.00	21,860.80	22,713.60	23,545.60	24,377.60	25,230.40	26,083.20	26,915.20	27,768.00	28,600.00
309	Hourly	10.76	11.21	11.64	12.06	12.49	12.93	13.36	13.79	14.22	14.66
	Semi-Monthly	932.53	971.53	1,008.80	1,045.20	1,082.47	1,120.60	1,157.87	1,195.13	1,232.40	1,270.53
	Monthly Annual	1,865.07	1,943.07	2,017.60	2,090.40	2,164.93	2,241.20	2,315.73	2,390.27	2,464.80	2,541.07
310	Hourly	22,380.80	23,316.80	24,211.20	25,084.80	25,979.20	26,894.40	27,788.80	28,683.20	29,577.60	30,492.80
	Hourly	11.26	11.71	12.16	12.62	13.07	13.52	13.98	14.44	14.89	15.35
	Semi-Monthly	975.87	1,014.87	1,053.87	1,093.73	1,132.73	1,171.73	1,211.60	1,251.47	1,290.47	1,330.33
311	Monthly Annual	1,951.73	2,029.73	2,107.73	2,187.47	2,265.47	2,343.47	2,423.20	2,502.93	2,580.93	2,660.67
	Hourly	23,420.80	24,356.80	25,292.80	26,249.60	27,185.60	28,121.60	29,078.40	30,035.20	30,971.20	31,928.00
	Hourly	12.86	13.31	13.76	14.21	14.66	15.11	15.56	16.01	16.46	16.91

Board of Regents, State of Iowa
Security Pay Plan
July 1, 2001

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
309	Hourly	11.95	12.43	12.91	13.38	13.85	14.33	14.80	15.27	15.75	16.22
	Semi-Monthly	1,035.67	1,077.27	1,118.87	1,159.60	1,200.33	1,241.93	1,282.67	1,323.40	1,365.00	1,405.73
	Monthly Annual	2,071.33 24,856.00	2,154.53 25,854.40	2,237.73 26,852.80	2,319.20 27,830.40	2,400.67 28,808.00	2,483.87 29,806.40	2,565.33 30,784.00	2,646.80 31,761.60	2,730.00 32,760.00	2,811.47 33,737.60
310	Hourly	12.49	13.00	13.50	14.00	14.51	15.02	15.51	16.02	16.53	17.03
	Semi-Monthly	1,082.47	1,126.67	1,170.00	1,213.33	1,257.53	1,301.73	1,344.20	1,388.40	1,432.60	1,475.93
	Monthly Annual	2,164.93 25,979.20	2,253.33 27,040.00	2,340.00 28,080.00	2,426.67 29,120.00	2,515.07 30,180.80	2,603.47 31,241.60	2,688.40 32,260.80	2,776.80 33,321.60	2,865.20 34,382.40	2,951.87 35,422.40
311	Hourly	13.03	13.55	14.10	14.63	15.15	15.70	16.22	16.75	17.29	17.82
	Semi-Monthly	1,129.27	1,174.33	1,222.00	1,267.93	1,313.00	1,360.67	1,405.73	1,451.67	1,498.47	1,544.40
	Monthly Annual	2,258.53 27,102.40	2,348.67 28,184.00	2,444.00 29,328.00	2,535.87 30,430.40	2,626.00 31,512.00	2,721.33 32,656.00	2,811.47 33,737.60	2,903.33 34,840.00	2,996.93 35,963.20	3,088.80 37,065.60
312	Hourly	13.66	14.21	14.77	15.34	15.89	16.45	17.02	17.57	18.14	18.69
	Semi-Monthly	1,183.87	1,231.53	1,280.07	1,329.47	1,377.13	1,425.67	1,475.07	1,522.73	1,572.13	1,619.80
	Monthly Annual	2,367.73 28,412.80	2,463.07 29,556.80	2,560.13 30,721.60	2,658.93 31,907.20	2,754.27 33,051.20	2,851.33 34,216.00	2,950.13 35,401.60	3,045.47 36,545.60	3,144.27 37,731.20	3,239.60 38,875.20
313	Hourly	14.22	14.82	15.42	16.02	16.61	17.21	17.81	18.41	19.00	19.60
	Semi-Monthly	1,232.40	1,284.40	1,336.40	1,388.40	1,439.53	1,491.53	1,543.53	1,595.53	1,646.67	1,698.67
	Monthly Annual	2,464.80 29,577.60	2,568.80 30,825.60	2,672.80 32,073.60	2,776.80 33,321.60	2,879.07 34,548.80	2,983.07 35,796.80	3,087.07 37,044.80	3,191.07 38,292.80	3,293.33 39,520.00	3,397.33 40,768.00
314	Hourly	14.89	15.47	16.05	16.63	17.20	17.79	18.36	18.95	19.53	20.11
	Semi-Monthly	1,290.47	1,340.73	1,391.00	1,441.27	1,490.67	1,541.80	1,591.20	1,642.33	1,692.60	1,742.87
	Monthly Annual	2,580.93 30,971.20	2,681.47 32,177.60	2,782.00 33,384.00	2,882.53 34,590.40	2,981.33 35,776.00	3,083.60 37,003.20	3,182.40 38,188.80	3,284.67 39,416.00	3,385.20 40,822.40	3,485.73 41,828.80
315	Hourly	15.40	16.03	16.67	17.30	17.93	18.57	19.20	19.84	20.47	21.10
	Semi-Monthly	1,334.67	1,389.27	1,444.73	1,499.33	1,553.93	1,609.40	1,664.00	1,719.47	1,774.07	1,828.67
	Monthly Annual	2,669.33 32,032.00	2,778.53 33,342.40	2,889.47 34,673.60	2,998.67 35,984.00	3,107.87 37,294.40	3,218.80 38,625.60	3,328.00 39,936.00	3,438.93 41,267.20	3,548.13 42,577.60	3,657.33 43,888.00

Board of Regents, State of Iowa
Technical Pay Plan
July 1, 2001

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
401	Hourly	6.83	7.11	7.41	7.70	8.00	8.28	8.58	8.88	9.17	9.46
	Semi-Monthly	591.93	616.20	642.20	667.33	693.33	717.60	743.60	769.60	794.73	819.87
	Monthly	1,183.87	1,232.40	1,284.40	1,334.67	1,386.67	1,435.20	1,487.20	1,539.20	1,589.47	1,639.73
402	Annual	14,206.40	14,788.80	15,412.80	16,016.00	16,640.00	17,222.40	17,846.40	18,470.40	19,073.60	19,676.80
	Hourly	7.55	7.84	8.13	8.43	8.71	9.01	9.31	9.60	9.89	10.19
	Semi-Monthly	654.33	679.47	704.60	730.60	754.87	780.87	806.87	832.00	857.13	883.13
403	Monthly	1,308.67	1,358.93	1,409.20	1,461.20	1,509.73	1,561.73	1,613.73	1,664.00	1,714.27	1,766.27
	Annual	15,704.00	16,307.20	16,910.40	17,534.40	18,116.80	18,740.80	19,364.80	19,968.00	20,571.20	21,195.20
	Hourly	8.20	8.53	8.86	9.19	9.51	9.84	10.18	10.51	10.84	11.15
404	Semi-Monthly	710.67	739.27	767.87	796.47	824.20	852.80	882.27	910.87	939.47	966.33
	Monthly	1,421.33	1,478.53	1,535.73	1,592.93	1,648.40	1,705.60	1,764.53	1,821.73	1,878.93	1,932.67
	Annual	17,056.00	17,742.40	18,428.80	19,115.20	19,780.80	20,467.20	21,174.40	21,860.80	22,547.20	23,192.00
405	Hourly	8.71	9.07	9.45	9.81	10.17	10.53	10.90	11.26	11.62	11.97
	Semi-Monthly	754.87	786.07	819.00	850.20	881.40	912.60	944.67	975.87	1,007.07	1,037.40
	Monthly	1,509.73	1,572.13	1,638.00	1,700.40	1,762.80	1,825.20	1,889.33	1,951.73	2,014.13	2,074.80
406	Annual	18,116.80	18,865.60	19,656.00	20,404.80	21,153.60	21,902.40	22,672.00	23,420.80	24,169.60	24,897.60
	Hourly	9.36	9.74	10.14	10.53	10.92	11.30	11.69	12.08	12.46	12.85
	Semi-Monthly	811.20	844.13	878.80	912.60	946.40	979.33	1,013.13	1,046.93	1,079.87	1,113.67
407	Monthly	1,622.40	1,688.27	1,757.60	1,825.20	1,892.80	1,958.67	2,026.27	2,093.87	2,159.73	2,227.33
	Annual	19,468.80	20,259.20	21,091.20	21,902.40	22,713.60	23,504.00	24,315.20	25,126.40	25,916.80	26,728.00
	Hourly	9.89	10.32	10.75	11.20	11.63	12.05	12.48	12.92	13.35	13.78
408	Semi-Monthly	857.13	894.40	931.67	970.67	1,007.93	1,044.33	1,081.60	1,119.73	1,157.00	1,194.27
	Monthly	1,714.27	1,788.80	1,863.33	1,941.33	2,015.87	2,088.67	2,163.20	2,239.47	2,314.00	2,388.53
	Annual	20,571.20	21,465.60	22,360.00	23,296.00	24,190.40	25,064.00	25,958.40	26,873.60	27,768.00	28,662.40
409	Hourly	10.63	11.08	11.55	12.01	12.46	12.92	13.37	13.82	14.28	14.73
	Semi-Monthly	921.27	960.27	1,001.00	1,040.87	1,079.87	1,119.73	1,158.73	1,197.73	1,237.60	1,276.60
	Monthly	1,842.53	1,920.53	2,002.00	2,081.73	2,159.73	2,239.47	2,317.47	2,395.47	2,475.20	2,553.20
410	Annual	22,110.40	23,046.40	24,024.00	24,980.80	25,916.80	26,873.60	27,809.60	28,745.60	29,702.40	30,638.40
	Hourly	11.13	11.63	12.11	12.60	13.08	13.57	14.06	14.54	15.03	15.52
	Semi-Monthly	964.60	1,007.93	1,049.53	1,092.00	1,133.60	1,176.07	1,218.53	1,260.13	1,302.60	1,345.07
411	Monthly	1,929.20	2,015.87	2,099.07	2,184.00	2,267.20	2,352.13	2,437.07	2,520.27	2,605.20	2,690.13
	Annual	23,150.40	24,190.40	25,188.80	26,208.00	27,206.40	28,225.60	29,244.80	30,243.20	31,262.40	32,281.60

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GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
409	Hourly	11.90	12.37	12.86	13.35	13.83	14.31	14.79	15.29	15.76	16.24
	Semi-Monthly	1,031.33	1,072.07	1,114.53	1,157.00	1,198.60	1,240.20	1,281.80	1,325.13	1,365.87	1,407.47
	Monthly Annual	2,062.67 24,752.00	2,144.13 25,729.60	2,229.07 26,748.80	2,314.00 27,768.00	2,397.20 28,766.40	2,480.40 29,764.80	2,563.60 30,763.20	2,650.27 31,803.20	2,731.73 32,803.20	2,814.93 33,779.20
410	Hourly	12.46	12.96	13.44	13.94	14.42	14.92	15.41	15.90	16.39	16.89
	Semi-Monthly	1,079.87	1,123.20	1,164.80	1,208.13	1,249.73	1,293.07	1,335.53	1,378.00	1,420.47	1,463.80
	Monthly Annual	2,159.73 25,916.80	2,246.40 26,956.80	2,329.60 27,955.20	2,416.27 28,995.20	2,499.47 29,993.60	2,586.13 31,033.60	2,671.07 32,052.80	2,756.00 33,072.00	2,840.93 34,091.20	2,927.60 35,131.20
411	Hourly	13.03	13.54	14.07	14.58	15.11	15.63	16.15	16.67	17.18	17.72
	Semi-Monthly	1,129.27	1,173.47	1,219.40	1,263.60	1,309.53	1,354.60	1,399.67	1,444.73	1,488.93	1,535.73
	Monthly Annual	2,258.53 27,102.40	2,346.93 28,163.20	2,438.80 29,265.60	2,527.20 30,326.40	2,619.07 31,428.80	2,709.20 32,510.40	2,799.33 33,592.00	2,889.47 34,673.60	2,977.87 35,734.40	3,071.47 36,857.60
412	Hourly	13.69	14.22	14.77	15.33	15.86	16.41	16.95	17.50	18.05	18.59
	Semi-Monthly	1,186.47	1,232.40	1,280.07	1,328.60	1,374.53	1,422.20	1,469.00	1,516.67	1,564.33	1,611.13
	Monthly Annual	2,372.93 28,475.20	2,464.80 29,577.60	2,560.13 30,721.60	2,657.20 31,886.40	2,749.07 32,988.80	2,844.40 34,132.80	2,938.00 35,256.00	3,033.33 36,400.00	3,128.67 37,544.00	3,222.27 38,667.20
413	Hourly	14.28	14.87	15.45	16.03	16.61	17.20	17.79	18.36	18.95	19.53
	Semi-Monthly	1,237.60	1,288.73	1,339.00	1,389.27	1,439.53	1,490.67	1,541.80	1,591.20	1,642.33	1,692.60
	Monthly Annual	2,475.20 29,702.40	2,577.47 30,929.60	2,678.00 32,136.00	2,778.53 33,342.40	2,879.07 34,548.80	2,981.33 35,776.00	3,083.60 37,003.20	3,182.40 38,188.80	3,284.67 39,416.00	3,385.20 40,622.40
414	Hourly	15.03	15.59	16.16	16.72	17.28	17.84	18.40	18.97	19.53	20.09
	Semi-Monthly	1,302.60	1,351.13	1,400.53	1,449.07	1,497.60	1,546.13	1,594.67	1,644.07	1,692.60	1,741.13
	Monthly Annual	2,605.20 31,262.40	2,702.27 32,427.20	2,801.07 33,612.80	2,898.13 34,777.60	2,995.20 35,942.40	3,092.27 37,107.20	3,189.33 38,272.00	3,288.13 39,457.60	3,385.20 40,622.40	3,482.27 41,787.20
415	Hourly	15.39	16.03	16.67	17.31	17.94	18.59	19.22	19.87	20.51	21.15
	Semi-Monthly	1,333.80	1,389.27	1,444.73	1,500.20	1,554.80	1,611.13	1,665.73	1,722.07	1,777.53	1,833.00
	Monthly Annual	2,667.60 32,011.20	2,778.53 33,342.40	2,889.47 34,673.60	3,000.40 36,004.80	3,109.60 37,315.20	3,222.27 38,667.20	3,331.47 39,977.60	3,444.13 41,329.60	3,555.07 42,660.80	3,666.00 43,992.00

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GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
501	Hourly	6.83	7.16	7.49	7.82	8.15	8.49	8.82	9.16	9.48	9.82
	Semi-Monthly	591.93	620.53	649.13	677.73	706.33	735.80	764.40	793.87	821.60	851.07
	Monthly Annual	1,183.87 14,206.40	1,241.07 14,892.80	1,298.27 15,579.20	1,355.47 16,265.60	1,412.67 16,952.80	1,471.60 17,639.20	1,528.80 18,325.60	1,587.73 19,012.00	1,646.60 19,698.40	1,705.47 20,384.80
502	Hourly	7.55	7.87	8.21	8.55	8.88	9.22	9.56	9.88	10.22	10.56
	Semi-Monthly	654.33	682.07	711.53	741.00	769.60	799.07	828.53	856.27	885.73	915.20
	Monthly Annual	1,308.67 15,704.00	1,364.13 16,369.60	1,423.07 17,035.20	1,482.00 17,700.80	1,539.20 18,366.40	1,598.13 19,003.20	1,657.07 19,700.00	1,712.53 20,396.80	1,771.47 21,093.60	1,830.40 21,787.20
503	Hourly	8.20	8.57	8.95	9.32	9.70	10.07	10.45	10.83	11.21	11.57
	Semi-Monthly	710.67	742.73	775.67	807.73	840.67	872.73	905.67	938.60	971.53	1,002.73
	Monthly Annual	1,421.33 17,056.00	1,485.47 17,856.00	1,551.33 18,616.00	1,615.47 19,385.60	1,681.33 20,176.00	1,745.47 20,945.60	1,811.33 21,736.00	1,877.20 22,526.40	1,943.07 23,316.80	2,005.47 24,107.20
504	Hourly	8.71	9.12	9.53	9.93	10.34	10.74	11.14	11.56	11.96	12.36
	Semi-Monthly	754.87	790.40	825.93	860.60	896.13	930.80	965.47	1,001.87	1,036.53	1,071.20
	Monthly Annual	1,509.73 18,116.80	1,580.80 18,969.60	1,651.87 19,822.40	1,721.20 20,654.40	1,792.27 21,507.20	1,861.60 22,339.20	1,930.93 23,171.20	2,003.73 24,044.80	2,073.07 24,876.80	2,142.40 25,708.80
505	Hourly	9.36	9.80	10.23	10.66	11.10	11.54	11.97	12.41	12.84	13.29
	Semi-Monthly	811.20	849.33	886.60	923.87	962.00	1,000.13	1,037.40	1,075.53	1,112.80	1,151.80
	Monthly Annual	1,622.40 19,468.80	1,698.67 20,384.00	1,773.20 21,278.40	1,847.73 22,172.80	1,924.00 23,088.00	2,000.27 24,003.20	2,074.80 24,897.60	2,151.07 25,812.80	2,225.60 26,707.20	2,303.60 27,643.20
506	Hourly	9.89	10.38	10.87	11.35	11.83	12.32	12.81	13.30	13.78	14.27
	Semi-Monthly	857.13	899.60	942.07	983.67	1,025.27	1,067.73	1,110.20	1,152.67	1,194.27	1,236.73
	Monthly Annual	1,714.27 20,571.20	1,799.20 21,590.40	1,884.13 22,609.60	1,967.33 23,608.00	2,050.53 24,606.40	2,135.47 25,625.60	2,220.40 26,644.80	2,305.33 27,664.00	2,388.53 28,662.40	2,473.47 29,681.60
507	Hourly	10.63	11.14	11.66	12.17	12.68	13.19	13.72	14.22	14.74	15.25
	Semi-Monthly	921.27	965.47	1,010.53	1,054.73	1,098.93	1,143.13	1,189.07	1,232.40	1,277.47	1,321.67
	Monthly Annual	1,842.53 22,110.40	1,930.93 23,171.20	2,021.07 24,252.80	2,109.47 25,313.60	2,197.87 26,374.40	2,286.27 27,435.20	2,378.13 28,537.60	2,464.80 29,577.60	2,554.93 30,659.20	2,643.33 31,720.00
508	Hourly	11.13	11.68	12.23	12.76	13.32	13.85	14.40	14.95	15.49	16.03
	Semi-Monthly	964.60	1,012.27	1,059.93	1,105.87	1,154.40	1,200.33	1,248.00	1,295.67	1,342.47	1,389.27
	Monthly Annual	1,929.20 23,150.40	2,024.53 24,294.40	2,119.87 25,438.40	2,211.73 26,540.80	2,308.80 27,705.60	2,400.67 28,808.00	2,496.00 29,952.00	2,591.33 31,096.00	2,684.93 32,219.20	2,778.53 33,342.40

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GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
509	Hourly	11.90	12.45	12.99	13.53	14.09	14.64	15.17	15.73	16.27	16.82
	Semi-Monthly	1,031.33	1,079.00	1,125.80	1,172.60	1,221.13	1,268.80	1,314.73	1,363.27	1,410.07	1,457.73
	Monthly	2,062.67	2,158.00	2,251.60	2,345.20	2,442.27	2,537.60	2,629.47	2,726.53	2,820.13	2,915.47
510	Hourly	24,752.00	25,896.00	27,019.20	28,142.40	29,307.20	30,451.20	31,553.60	32,718.40	33,841.60	34,985.60
	Semi-Monthly	12.46	13.02	13.58	14.13	14.69	15.25	15.80	16.36	16.92	17.47
	Monthly	1,079.87	1,128.40	1,176.93	1,224.60	1,273.13	1,321.67	1,369.33	1,417.87	1,466.40	1,514.07
511	Hourly	2,159.73	2,256.80	2,353.87	2,449.20	2,546.27	2,643.33	2,738.67	2,835.73	2,932.80	3,028.13
	Semi-Monthly	25,916.80	27,081.60	28,246.40	29,390.40	30,555.20	31,720.00	32,884.00	34,028.80	35,193.60	36,337.60
	Monthly	13.03	13.63	14.20	14.79	15.38	15.97	16.56	17.14	17.74	18.31
512	Hourly	1,129.27	1,181.27	1,230.67	1,281.80	1,332.93	1,384.07	1,435.20	1,485.47	1,537.47	1,586.87
	Semi-Monthly	2,258.53	2,362.53	2,461.33	2,563.60	2,665.87	2,768.13	2,870.40	2,970.93	3,074.93	3,173.73
	Monthly	27,102.40	28,350.40	29,536.00	30,763.20	31,990.40	33,217.60	34,444.80	35,651.20	36,899.20	38,084.80
513	Hourly	13.69	14.30	14.92	15.53	16.16	16.78	17.40	18.01	18.63	19.25
	Semi-Monthly	1,186.47	1,239.33	1,293.07	1,345.93	1,400.53	1,454.27	1,508.00	1,560.87	1,614.60	1,668.33
	Monthly	2,372.93	2,478.67	2,586.13	2,691.87	2,801.07	2,908.53	3,016.00	3,121.73	3,229.20	3,336.67
514	Hourly	28,475.20	29,744.00	31,033.60	32,302.40	33,612.80	34,902.40	36,192.00	37,460.80	38,750.40	40,040.00
	Semi-Monthly	14.28	14.95	15.59	16.26	16.92	17.58	18.24	18.89	19.56	20.22
	Monthly	1,237.60	1,295.67	1,351.13	1,409.20	1,466.40	1,523.60	1,580.80	1,637.13	1,695.20	1,752.40
515	Hourly	2,475.20	2,591.33	2,702.27	2,818.40	2,932.80	3,047.20	3,161.60	3,274.27	3,390.40	3,504.80
	Semi-Monthly	29,702.40	31,096.00	32,427.20	33,820.80	35,193.60	36,566.40	37,939.20	39,291.20	40,684.80	42,057.60
	Monthly	15.03	15.68	16.32	16.97	17.61	18.26	18.91	19.55	20.20	20.84
515	Hourly	1,302.60	1,358.93	1,414.40	1,470.73	1,526.20	1,582.53	1,638.87	1,694.33	1,750.67	1,806.13
	Semi-Monthly	2,605.20	2,717.87	2,828.80	2,941.47	3,052.40	3,165.07	3,277.73	3,388.67	3,501.33	3,612.27
	Monthly	31,262.40	32,614.40	33,945.60	35,297.60	36,628.80	37,980.80	39,332.80	40,664.00	42,016.00	43,347.20
515	Hourly	15.39	16.12	16.84	17.56	18.29	19.02	19.75	20.47	21.19	21.92
	Semi-Monthly	1,333.80	1,397.07	1,459.47	1,521.87	1,585.13	1,648.40	1,711.67	1,774.07	1,836.47	1,899.73
	Monthly	2,667.60	2,794.13	2,918.93	3,043.73	3,170.27	3,296.80	3,423.33	3,548.13	3,672.93	3,799.47
	Annual	32,011.20	33,529.60	35,027.20	36,524.80	38,043.20	39,561.60	41,080.00	42,577.60	44,075.20	45,593.60

Board of Regents, State of Iowa
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GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
101	Hourly	6.83	7.16	7.49	7.82	8.15	8.49	8.82	9.16	9.48	9.82
	Semi-Monthly	591.93	620.53	649.13	677.73	706.33	735.80	764.40	793.87	821.60	851.07
	Monthly	1,183.87	1,241.07	1,298.27	1,355.47	1,412.67	1,471.60	1,528.80	1,587.73	1,643.20	1,702.13
102	Annual	14,206.40	14,892.80	15,579.20	16,265.60	16,952.00	17,638.40	18,324.80	19,011.20	19,697.60	20,384.00
	Hourly	7.55	7.87	8.21	8.55	8.88	9.22	9.56	9.88	10.22	10.56
	Semi-Monthly	654.33	682.07	711.53	741.00	769.60	798.07	828.53	856.27	885.73	915.20
103	Monthly	1,308.67	1,364.13	1,423.07	1,482.00	1,539.20	1,598.13	1,657.07	1,712.53	1,771.47	1,830.40
	Annual	15,704.00	16,369.60	17,076.80	17,784.00	18,470.40	19,177.60	19,884.80	20,550.40	21,257.60	21,964.80
	Hourly	8.20	8.57	8.95	9.32	9.70	10.07	10.45	10.83	11.21	11.57
104	Semi-Monthly	710.67	742.73	775.67	807.73	840.67	872.73	905.67	938.60	971.53	1,002.73
	Monthly	1,421.33	1,485.47	1,551.33	1,615.47	1,681.33	1,745.47	1,811.33	1,877.20	1,943.07	2,005.47
	Annual	17,056.00	17,825.60	18,616.00	19,385.60	20,176.00	20,945.60	21,736.00	22,526.40	23,316.80	24,065.60
105	Hourly	8.71	9.12	9.53	9.93	10.34	10.74	11.14	11.56	11.96	12.36
	Semi-Monthly	754.87	790.40	825.93	860.60	896.13	930.80	965.47	1,001.87	1,036.53	1,071.20
	Monthly	1,509.73	1,580.80	1,651.87	1,721.20	1,792.27	1,861.60	1,930.93	2,003.73	2,073.07	2,142.40
106	Annual	18,116.80	18,969.60	19,822.40	20,654.40	21,507.20	22,339.20	23,171.20	24,044.80	24,876.80	25,708.80
	Hourly	9.36	9.80	10.23	10.66	11.10	11.54	11.97	12.41	12.84	13.29
	Semi-Monthly	811.20	849.33	886.60	923.87	962.00	1,000.13	1,037.40	1,075.53	1,112.80	1,151.80
107	Monthly	1,622.40	1,698.67	1,773.20	1,847.73	1,924.00	2,000.27	2,074.80	2,151.07	2,225.60	2,303.60
	Annual	19,468.80	20,384.00	21,278.40	22,172.80	23,088.00	24,003.20	24,897.60	25,812.80	26,707.20	27,643.20
	Hourly	9.89	10.38	10.87	11.35	11.83	12.32	12.81	13.30	13.78	14.27
108	Semi-Monthly	857.13	899.60	942.07	983.67	1,025.27	1,067.73	1,110.20	1,152.67	1,194.27	1,236.73
	Monthly	1,714.27	1,799.20	1,884.13	1,967.33	2,050.53	2,135.47	2,220.40	2,305.33	2,388.53	2,473.47
	Annual	20,571.20	21,590.40	22,609.60	23,608.00	24,606.40	25,625.60	26,644.80	27,664.00	28,662.40	29,681.60
109	Hourly	10.63	11.14	11.66	12.17	12.68	13.19	13.72	14.22	14.74	15.25
	Semi-Monthly	921.27	965.47	1,010.53	1,054.73	1,098.93	1,143.13	1,189.07	1,232.40	1,277.47	1,321.67
	Monthly	1,842.53	1,930.93	2,021.07	2,109.47	2,197.87	2,286.27	2,378.13	2,464.80	2,554.93	2,643.33
110	Annual	22,110.40	23,171.20	24,252.80	25,313.60	26,374.40	27,435.20	28,537.60	29,577.60	30,659.20	31,720.00
	Hourly	11.13	11.68	12.23	12.76	13.32	13.85	14.40	14.95	15.49	16.03
	Semi-Monthly	964.60	1,012.27	1,059.93	1,105.87	1,154.40	1,200.33	1,248.00	1,295.67	1,342.47	1,389.27
111	Monthly	1,929.20	2,024.53	2,119.87	2,211.73	2,308.80	2,400.67	2,496.00	2,591.33	2,684.93	2,778.53
	Annual	23,150.40	24,294.40	25,438.40	26,540.80	27,705.60	28,808.00	29,952.00	31,096.00	32,219.20	33,342.40
	Hourly	11.90	12.45	12.99	13.53	14.09	14.64	15.17	15.73	16.27	16.82
112	Semi-Monthly	1,031.33	1,079.00	1,125.80	1,172.60	1,221.13	1,268.80	1,314.73	1,363.27	1,410.07	1,457.73
	Monthly	2,062.67	2,158.00	2,251.60	2,345.20	2,442.27	2,537.60	2,629.47	2,726.53	2,820.13	2,915.47
	Annual	24,752.00	25,896.00	27,019.20	28,142.40	29,307.20	30,451.20	31,553.60	32,718.40	33,841.60	34,985.60

Board of Regents, State of Iowa
Nonorganized Pay Plan
July 1, 2001

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
110	Hourly	12.46	13.02	13.58	14.13	14.69	15.25	15.80	16.36	16.92	17.47
	Semi-Monthly	1,079.87	1,128.40	1,176.93	1,224.60	1,273.13	1,321.67	1,369.33	1,417.87	1,466.40	1,514.07
	Monthly Annual	2,159.73 25,916.80	2,256.80 27,081.60	2,353.87 28,246.40	2,449.20 29,390.40	2,546.27 30,555.20	2,643.33 31,720.00	2,738.67 32,864.00	2,835.73 34,028.80	2,932.80 35,193.60	3,028.13 36,337.60
111	Hourly	13.03	13.63	14.20	14.79	15.38	15.97	16.56	17.14	17.74	18.31
	Semi-Monthly	1,129.27	1,181.27	1,230.67	1,281.80	1,332.93	1,384.07	1,435.20	1,485.47	1,537.47	1,586.87
	Monthly Annual	2,258.53 27,102.40	2,362.53 28,350.40	2,461.33 29,536.00	2,563.60 30,763.20	2,665.87 31,990.40	2,768.13 33,217.60	2,870.40 34,444.80	2,970.93 35,651.20	3,074.93 36,899.20	3,173.73 38,084.80
112	Hourly	13.69	14.30	14.92	15.53	16.16	16.78	17.40	18.01	18.63	19.25
	Semi-Monthly	1,186.47	1,239.33	1,293.07	1,345.93	1,400.53	1,454.27	1,508.00	1,560.87	1,614.60	1,668.33
	Monthly Annual	2,372.93 28,475.20	2,478.67 29,744.00	2,586.13 31,033.60	2,691.87 32,302.40	2,801.07 33,612.80	2,908.53 34,902.40	3,016.00 36,192.00	3,121.73 37,460.80	3,229.20 38,750.40	3,336.67 40,040.00
113	Hourly	14.28	14.95	15.59	16.26	16.92	17.58	18.24	18.89	19.56	20.22
	Semi-Monthly	1,237.60	1,295.67	1,351.13	1,409.20	1,466.40	1,523.60	1,580.80	1,637.13	1,695.20	1,752.40
	Monthly Annual	2,475.20 29,702.40	2,591.33 31,096.00	2,702.27 32,427.20	2,818.40 33,820.80	2,932.80 35,193.60	3,047.20 36,566.40	3,161.60 37,939.20	3,274.27 39,291.20	3,390.40 40,684.80	3,504.80 42,057.60
114	Hourly	15.03	15.68	16.32	16.97	17.61	18.26	18.91	19.55	20.20	20.84
	Semi-Monthly	1,302.60	1,358.93	1,414.40	1,470.73	1,526.20	1,582.53	1,638.87	1,694.33	1,750.67	1,806.13
	Monthly Annual	2,605.20 31,262.40	2,717.87 32,614.40	2,828.80 33,945.60	2,941.47 35,297.60	3,052.40 36,628.80	3,165.07 37,980.80	3,277.73 39,332.80	3,388.67 40,664.00	3,501.33 42,016.00	3,612.27 43,347.20
115	Hourly	15.39	16.12	16.84	17.56	18.29	19.02	19.75	20.47	21.19	21.92
	Semi-Monthly	1,333.80	1,397.07	1,459.47	1,521.87	1,585.13	1,648.40	1,711.67	1,774.07	1,836.47	1,899.73
	Monthly Annual	2,667.60 32,011.20	2,794.13 33,529.60	2,918.93 35,027.20	3,043.73 36,524.80	3,170.27 38,043.20	3,296.80 39,561.60	3,423.33 41,080.00	3,548.13 42,577.60	3,672.93 44,075.20	3,799.47 45,593.60
116	Hourly	15.99	16.78	17.56	18.35	19.15	19.93	20.72	21.52	22.30	23.09
	Semi-Monthly	1,385.80	1,454.27	1,521.87	1,590.33	1,659.67	1,727.27	1,795.73	1,865.07	1,932.67	2,001.13
	Monthly Annual	2,771.60 33,259.20	2,908.53 34,902.40	3,043.73 36,524.80	3,180.67 38,168.00	3,319.33 39,832.00	3,454.53 41,454.40	3,591.47 43,097.60	3,730.13 44,761.60	3,865.33 46,384.00	4,002.27 48,027.20
117	Hourly	16.78	17.61	18.44	19.27	20.10	20.94	21.76	22.60	23.43	24.26
	Semi-Monthly	1,454.27	1,526.20	1,598.13	1,670.07	1,742.00	1,814.80	1,885.87	1,958.67	2,030.60	2,102.53
	Monthly Annual	2,908.53 34,902.40	3,052.40 36,628.80	3,196.27 38,355.20	3,340.13 40,081.60	3,484.00 41,808.00	3,629.60 43,555.20	3,771.73 45,260.80	3,917.33 47,008.00	4,061.20 48,734.40	4,205.07 50,460.80
118	Hourly	17.62	18.51	19.38	20.26	21.14	22.01	22.89	23.76	24.65	25.52
	Semi-Monthly	1,527.07	1,604.20	1,679.60	1,755.87	1,832.13	1,907.53	1,983.80	2,059.20	2,136.33	2,211.73
	Monthly Annual	3,054.13 36,649.60	3,208.40 38,500.80	3,359.20 40,310.40	3,511.73 42,140.80	3,664.27 43,971.20	3,815.07 45,780.80	3,967.60 47,611.20	4,118.40 49,420.80	4,272.67 51,272.00	4,423.47 53,081.60