

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Iowa Administrative Code Revisions – Regent Merit System Rules
Date: March 4, 2002

Recommended Actions:

1. Approve revisions in the Administrative Rules of the Regent Merit System, and
 2. Authorize the Executive Director to file the rule revisions in the appropriate form as required.
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Executive Summary:

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| Interinstitutional Review | A group of representatives from the Regent institutions and the Board Office have been reviewing the administrative rules governing the operation of the Regent Merit System (RMS). |
| Revisions to the <u>Code</u> | <p>The review was necessitated by recent changes in the <u>Iowa Code</u>, Chapter 19A and changes in pay matrices negotiated for AFSCME-covered employees.</p> <p>Many of the proposed revisions concern the appointment process and the elimination from the <u>Iowa Code</u> of the requirement to test applicants and hire from the top six scores. Revisions also removed the two-year limitation on reinstatement eligibility, eliminated the category of emergency appointment and limited temporary appointments to 780 hours in a fiscal year.</p> |
| Employees covered by the rules | All RMS supervisory and confidential employees are covered by these rules. The rules apply to AFSCME-covered employees where the collective bargaining agreement is silent. |

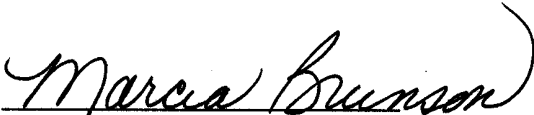
Background:

Legislative changes implemented The rule review was initiated following substantive changes to lowa Code, Chapter 19A. The statute requires that the Board of Regents "shall adopt rules not inconsistent with the objectives" of Chapter 19A.

Pay matrices combined, no steps Additionally, through negotiations with AFSCME for the current collective bargaining agreement, the four pay matrices for union-covered employees each containing eight steps were combined into one matrix with minimums and maximums and no intermediate steps. The new minimum-maximum pay matrix will be effective July 1, 2002. A comparable minimum-maximum pay matrix will be in place for supervisory merit staff.

The elimination of steps in the pay matrices required numerous changes in the rules. Employees will continue to receive the equivalent of step increases on their merit review dates. The current value as established through collective bargaining for "step" increases is 4.5%.

The full text of the rule revisions is included in the Regent Exhibit Book.



Marcia R. Brunson

Approved: 

Gregory S. Nichols