

Contact: Aimee Claeys

PRESENTATIONS BY NON-REPRESENTED FACULTY AND STAFF
ON FY 2020 SALARY ISSUES

Action Requested: Receive presentations.

Executive Summary: The Regent institutions have groups of faculty and staff who are not organized for the purpose of collective bargaining. Representatives of these groups have been invited to make presentations to the Board on salary policies for FY 2020. Representatives of the following groups have been invited:

University of Iowa Faculty Senate
University of Iowa Staff Council

Iowa State University Faculty Senate
Iowa State University Professional and Scientific Council

University of Northern Iowa Professional and Scientific Council

Iowa School for the Deaf Faculty
Iowa School for the Deaf Professional and Scientific Staff

Iowa Braille and Sight Saving School Faculty
Iowa Braille and Sight Saving School Professional and Scientific Staff

Regents Interinstitutional Supervisory Confidential Council (representing the Regent Merit System supervisory and confidential staff)

A written statement was provided by the Regents Interinstitutional Supervisory Confidential Council (Attachment A).

The Board will consider FY 2020 salary policies at its June 4-6, 2019, meeting.

March 29, 2019

Board of Regents
State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322-7905

Dear Members of the Board:

I am writing today as a representative of the Regents Inter-Institutional Supervisory and Confidential Advisory Council (RISCAC) which represents the 342 Merit system employees of the Board of Regents who are not covered by a collective bargaining agreement. Merit Supervisory Exempt and Confidential (MSE/C) represent two groups of employees. The first group are Merit employees whose job duties place them in a supervisory role over other Merit employees who are covered by the collective bargaining agreement. The second group are employees who work in Human Resources or departmental offices and are considered "confidential" employees because they have access to information that may be used in collective bargaining discussions. The RISCAC council was established to foster communication among MSE/C staff members at the Regents Institutions, provide a medium for dealing with issues of mutual concern, respond to inquiries, and formulate recommendations to shared governance, Board of Regents Director of Human Resources and the Board of Regents themselves.

Members of our classification are among the hardest working employees at our Regents' institutions. We support, supervise and train large number of Merit employees and in our work, we are required to exercise a deep skill set and address a broad spectrum of issues. We must be knowledgeable in HR matters, work rules, Merit contracts, IT issues, and safety issues just to mention a few areas of responsibility. In addition we have a supervisory role to monitor and mentor employees for performance improvement. Many individuals have worked their way up through the Merit system ranks to the leadership roles they have today. MSE/C employees have displayed a high level of loyalty to their institution, have valuable knowledge of the institution and have provided leadership to ensure their respective institutions run smoothly and efficiently.

The RISCAC council and all MSE/C employees would like to thank the Board of Regents for the salary increases that we have received in the last year. This decision was greatly appreciated by the employees in the classification. We hope the Board will again consider a pay policy for the non-represented supervisory and confidential staff in the Regent Merit System which is at least the same as the bargaining staff as has been the Board's custom in the past.

With reference to the table below I'd like to take a moment to speak to another issue. The main salary concern of our constituency continues to be the large number of employees who are receiving maximum pay for their classification and no longer receive step pay increase each year. It takes roughly ten years for an employee to reach the top of their pay scale, after which their pay becomes stagnant leaving them to rely on any across the board or cost of living increases that they may receive. Currently 46% or 157 out of a total of 342 MSE/C employees throughout the Regents Institutions are at the top of their pay scale. Not only do these numbers represent a sizable portion of the MSE/C group, many of these individuals have been maxed out on their step increases for years. Possible solutions could include ensuring a cost of living increase each year, providing a one-time step increase for employees who are currently maxed out or have been at the maximum for a specified number of years, or initiating a process to raise the pay scale for supervisory and confidential employees.

The RISCAC Council and the MSE/C group feel that it would be beneficial to the Regents institutions and the state as a whole if the Board would consider reviewing this issue and look at what may be possible to address this concern.

I'd like to conclude by stating that we appreciate being afforded this opportunity to express our opinions as well as for you taking the time to review our requests. Thank you for your time and efforts.

Sincerely,

Damien Blair, Clerk IV
University of Iowa, Human Resources
staff-council-msec@uiowa.edu

MSE/C Employee Totals vs MSE/C Employees at Maximum Pay Grade

	MSE/C Employees	Supervisory Employees	Confidential Employees	MSE/C Employees Maximum Pay Grade	Supervisory Employees Maximum Pay Grade	Confidential Employees Maximum Pay Grade
University of Iowa	230	181 (79%)	49 (21%)	109 (47%)	72 (40%)	37 (76%)
Iowa State University	66	54 (82 %)	12 (18%)	29 (44%)	24 (44%)	5 (17%)
University of Northern Iowa	45	32 (71%)	13 (29%)	18 (40%)	15 (47%)	3 (17%)
Iowa Educational Services for the Blind and Visually Impaired	1	1 (100%)	0 (0%)	1 100%)	1 (100%)	0 (0%)
Iowa School for the Deaf	0	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Total	342	268 (78%)	74 (22%)	157 (46%)	112 (42%)	45 (29%)