

Contact: Aimee Claeys

**REMARKS FROM NON-REPRESENTED FACULTY AND STAFF
ON FY 2025 SALARY POLICIES**

Action Requested: Receive the presentations and written submissions.

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 or submit written remarks to the Board on salary policies for FY 2025. Representatives of the following groups were 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

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

Written statements were provided by the Regents Interinstitutional Supervisory Confidential Council. (Attachment A)

The Board will consider FY 2025 salary policies at its June 11-13, 2024, meeting.



UI Staff Council

University of Iowa
121 University Services Building
Iowa City, Iowa 52240
staff-council@uiowa.edu
<https://staff-council.uiowa.edu/>
msec@uiowa.edu

March 13, 2024

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 305 Merit system employees of the Board of Regents not covered by a collective bargaining agreement. Merit Supervisory Exempt and Confidential (MSE/C) represents two groups of employees. The first group are Merit employees whose job duties place them in a supervisory role over other Merit employees 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 many 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, many of us 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 this classification. We hope the Board will again consider a pay policy for the non-represented supervisory and confidential staff within the Regent Merit System that is at least the same as the Merit employees, 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 at the maximum pay for their classification and no longer receive step pay increases each year. Not only do these numbers represent a sizable portion of the MSE/C group, but many of these individuals have also been maxed out on their step increases for years.

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. Possible solutions might include ensuring a cost of living increase each year, providing a one-time step increase for employees who are currently maxed out or have stalled out at the same pay for a specified number of years, or initiating a process to raise the pay scale for supervisory and confidential employees. I'd like to conclude by stating that we appreciate being afforded this opportunity to express our opinions as well as for taking the time to review our requests. Thank you for your time and efforts.

MSE/C Employee Totals vs MSE/C Employees at Maximum Pay Grade						
	MSE/C Employees	Supervisory Employees	Confidential Employees	MSE/C Employees Maximum Paygrade	Supervisory Employees Maximum Paygrade	Confidential Employees Maximum Pay Grade
University of Iowa	213	193	20	68	51	17
Iowa State University	53	49	5	16	15	1
University of Northern Iowa	39	28	11	9	5	4
Total	305	270	36	93	71	22

Sincerely,

Dawn Coffman, CPC
 Medical Coder Pathology| Professional Coding Division
 UI Staff Council Representative
 Chair MSE/C UISC Committee
 Co-Chair UISC Human Resources Committee