

Contact: Kristin Bauer

FY 2022 SALARY POLICIES

Actions Requested:

1. Approve, effective July 1, 2021, Regent Employee Merit Increase and the Regent Merit System pay matrix (Attachment A); and
2. For all non-organized faculty and staff, direct each institution and the Board office, in consultation with the Executive Director and Board Leadership, to develop salary policies for FY 2022 that best meet the needs of the institution or Board office. Final salary policies will be submitted to the Executive Director for approval; and
3. Grant the Executive Director the authority to approve FY 2022 salary policies.

Executive Summary:

REGENT MERIT SYSTEM SALARY POLICY

Regent Merit System Supervisory and Confidential Staff Wage Increase: Regent Merit System Supervisory and Confidential Staff wage increases, if any, will be set in salary policy.

Regent Merit System Employee Merit Increase: For FY 22 the merit increase will be set at 1%.

**Board of Regents, State of Iowa
Regent Merit System Pay Plan
July 1, 2021**

Grade	Pay Basis	7/1/2021 Minimum	7/1/2021 Maximum				
				13	Hourly	21.31	31.73
					Semi-Monthly	1,853.97	2,760.51
1	Hourly	10.17	18.70		Monthly	3,707.94	5,521.02
2	Hourly	11.16	19.52		Annual	44,495.28	66,252.24
3	Hourly	13.74	20.43	14	Hourly	22.30	33.14
	Semi-Monthly	1,195.38	1,777.41		Semi-Monthly	1,940.10	2,883.18
	Monthly	2,390.76	3,554.82		Monthly	3,880.20	5,766.36
	Annual	28,689.12	42,657.84		Annual	46,562.40	69,196.32
4	Hourly	14.34	21.35	15	Hourly	23.29	34.64
	Semi-Monthly	1,247.58	1,857.45		Semi-Monthly	2,026.23	3,013.68
	Monthly	2,495.16	3,714.90		Monthly	4,052.46	6,027.36
	Annual	29,941.92	44,578.80		Annual	48,629.52	72,328.32
5	Hourly	15.00	22.30	16	Hourly	24.35	36.18
	Semi-Monthly	1,305.00	1,940.10		Semi-Monthly	2,118.45	3,147.66
	Monthly	2,610.00	3,880.20		Monthly	4,236.90	6,295.32
	Annual	31,320.00	46,562.40		Annual	50,842.80	75,543.84
6	Hourly	15.69	23.31	17	Hourly	25.45	37.84
	Semi-Monthly	1,365.03	2,027.97		Semi-Monthly	2,214.15	3,292.08
	Monthly	2,730.06	4,055.94		Monthly	4,428.30	6,584.16
	Annual	32,760.72	48,671.28		Annual	53,139.60	79,009.92
7	Hourly	16.37	24.37	18	Hourly	26.59	39.51
	Semi-Monthly	1,424.19	2,120.19		Semi-Monthly	2,313.33	3,437.37
	Monthly	2,848.38	4,240.38		Monthly	4,626.66	6,874.74
	Annual	34,180.56	50,884.56		Annual	55,519.92	82,496.88
8	Hourly	17.11	25.46	19	Hourly	27.76	41.28
	Semi-Monthly	1,488.57	2,215.02		Semi-Monthly	2,415.12	3,591.36
	Monthly	2,977.14	4,430.04		Monthly	4,830.24	7,182.72
	Annual	35,725.68	53,160.48		Annual	57,962.88	86,192.64
9	Hourly	17.91	26.60	20	Hourly	29.01	43.14
	Semi-Monthly	1,558.17	2,314.20		Semi-Monthly	2,523.87	3,753.18
	Monthly	3,116.34	4,628.40		Monthly	5,047.74	7,506.36
	Annual	37,396.08	55,540.80		Annual	60,572.88	90,076.32
10	Hourly	18.69	27.79	21	Hourly	30.32	45.08
	Semi-Monthly	1,626.03	2,417.73		Semi-Monthly	2,637.84	3,921.96
	Monthly	3,252.06	4,835.46		Monthly	5,275.68	7,843.92
	Annual	39,024.72	58,025.52		Annual	63,308.16	94,127.04
11	Hourly	19.51	29.06	22	Hourly	31.68	47.11
	Semi-Monthly	1,697.37	2,528.22		Semi-Monthly	2,756.16	4,098.57
	Monthly	3,394.74	5,056.44		Monthly	5,512.32	8,197.14
	Annual	40,736.88	60,677.28		Annual	66,147.84	98,365.68
12	Hourly	20.43	30.37	23	Hourly	33.11	49.23
	Semi-Monthly	1,777.41	2,642.19		Semi-Monthly	2,880.57	4,283.01
	Monthly	3,554.82	5,284.38		Monthly	5,761.14	8,566.02
	Annual	42,657.84	63,412.56		Annual	69,133.68	102,792.24

**On January 1, 2022 the number of weekday calendar hours will change from 2088 to 2080. New paygrades 20-23 will be effective beginning FY22.*