

Contact: Kristin Bauer Davis

**FY 2025 SALARY POLICIES****Actions Requested:**

1. Approve, effective July 1, 2024, Regent Employee Merit Increase, the Regent Merit System pay matrix (Attachment A) and the Public Safety Merit Exempt Pay Plan (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 2025 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. For all organized faculty and staff, each institution and the Board office, in consultation with the Executive Director and Board Leadership, may develop discretionary salary policies in addition to the collective bargaining contractual agreements in place for FY 2025; and
4. Grant the Executive Director the authority to approve FY 2025 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 2025 the merit increase will be set at a minimum of 1% and up to 2%.

**Iowa Board of Regents  
Regent Merit Systems Pay Plan\*  
July 1, 2024**

Grade	Pay Basis	7/1/2024 Minimum	7/1/2024 Maximum	Grade	Pay Basis	7/1/2024 Minimum	7/1/2024 Maximum
1	Hourly	10.91	20.06	11	Hourly	20.92	31.17
2	Hourly	11.97	20.93		Monthly	3,654.03	5,444.36
3	Hourly	14.74	21.91		Annual	43,848.32	65,332.32
	Monthly	2,574.59	3,826.95	12	Hourly	21.91	32.57
	Annual	30,895.04	45,923.36		Monthly	3,826.95	5,688.89
4	Hourly	15.39	22.90		Annual	45,923.36	68,266.72
	Monthly	2,688.12	3,999.87	13	Hourly	22.86	34.03
	Annual	32,257.44	47,998.40		Monthly	3,992.88	5,943.91
5	Hourly	16.10	23.93		Annual	47,914.56	71,326.88
	Monthly	2,812.13	4,179.77	14	Hourly	23.93	35.55
	Annual	33,745.60	50,157.28		Monthly	4,179.77	6,209.40
6	Hourly	16.83	25.01		Annual	50,157.28	74,512.80
	Monthly	2,939.64	4,368.41	15	Hourly	24.99	37.15
	Annual	35,275.68	52,420.96		Monthly	4,364.92	6,488.87
7	Hourly	17.56	26.14		Annual	52,379.04	77,866.40
	Monthly	3,067.15	4,565.79	16	Hourly	26.12	38.81
	Annual	36,805.76	54,789.44		Monthly	4,562.29	6,778.81
8	Hourly	18.35	27.31		Annual	54,747.52	81,345.76
	Monthly	3,205.13	4,770.15	17	Hourly	27.30	40.59
	Annual	38,461.60	57,241.76		Monthly	4,768.40	7,089.72
9	Hourly	19.21	28.53		Annual	57,220.80	85,076.64
	Monthly	3,355.35	4,983.24	18	Hourly	28.52	42.37
	Annual	40,264.16	59,798.88		Monthly	4,981.49	7,400.63
10	Hourly	20.05	29.81		Annual	59,777.92	88,807.52
	Monthly	3,502.07	5,206.81	19	Hourly	29.78	44.27
	Annual	42,024.80	62,481.76		Monthly	5,201.57	7,732.49
					Annual	62,418.88	92,789.92

**Iowa Board of Regents  
Public Safety Merit Exempt Pay Plan\*  
July 1, 2024**

Grade	Pay Basis	7/1/2024 Minimum	7/1/2024 Maximum
22	Hourly	39.33	50.56
	Monthly	6,869.64	8,831.15
	Annual	82,435.68	105,973.76
23	Hourly	40.78	58.30
	Monthly	7,122.91	10,183.07
	Annual	85,474.88	122,196.80

\* On January 1, 2025, the number of weekday calendar hours will change from 2096 to 2088. This will impact the annual salary but not the hourly rate.