



Board of Regents, State of Iowa
Regent Merit System
AFSCME Pay Plan
January 1, 2024
(Based on 2096 Work Hours in the Calendar Year)

Table with 4 columns: Grade, Pay Basis, 01/01/24 Minimum, 01/01/24 Maximum. Rows include grades 3 through 10 with hourly, monthly, and annual pay values.

**Regent Merit System  
AFSCME Pay Plan (continued)**

<b>Grade</b>	<b>Pay Basis</b>	<b>01/01/24 Minimum</b>	<b>01/01/24 Maximum</b>
11	Hourly	20.31	30.26
	Monthly	3,547.48	5,285.41
	Annual	42,569.76	63,424.96
12	Hourly	21.27	31.62
	Monthly	3,715.16	5,522.96
	Annual	44,581.92	65,275.52
13	Hourly	22.19	33.04
	Monthly	3,875.85	5,770.99
	Annual	46,510.24	68,251.52
14	Hourly	23.23	34.51
	Monthly	4,057.51	6,027.75
	Annual	48,690.08	72,332.96
15	Hourly	24.26	36.07
	Monthly	4,237.41	6,300.23
	Annual	50,848.96	75,602.72
16	Hourly	25.36	37.68
	Monthly	4,429.55	6,581.44
	Annual	53,154.56	78,977.28
17	Hourly	26.50	39.41
	Monthly	4,628.67	6,883.61
	Annual	55,544.00	82,603.36

**Board of Regents, State of Iowa**  
**Regent Merit System**  
**Non-organized Pay Plan**  
**January 1, 2024**  
**(Based on 2096 Work Hours in the Calendar Year)**

Grade	Pay Basis	01/01/24 Minimum	01/01/24 Maximum
1	Hourly	10.59	19.48
2	Hourly	11.62	20.32
3	Hourly	14.31	21.27
	Monthly	2,499.48	3,715.16
	Annual	29,993.76	44,581.92
4	Hourly	14.94	22.23
	Monthly	2,609.52	3,882.84
	Annual	31,314.24	46,594.08
5	Hourly	15.63	23.23
	Monthly	2,730.04	4,057.51
	Annual	32,760.48	48,690.08
6	Hourly	16.34	24.28
	Monthly	2,854.05	4,240.91
	Annual	34,248.64	50,890.88
7	Hourly	17.05	25.38
	Monthly	2,978.07	4,433.04
	Annual	35,736.80	53,196.48
8	Hourly	17.82	26.51
	Monthly	3,112.56	4,630.41
	Annual	37,350.72	55,564.96
9	Hourly	18.65	27.70
	Monthly	3,257.53	4,838.27
	Annual	39,090.40	58,059.20
10	Hourly	19.47	28.94
	Monthly	3,400.76	5,054.85
	Annual	40,809.12	60,658.24

**Regent Merit System Pay Plan  
Non-organized (continued)**

<b>Grade</b>	<b>Pay Basis</b>	<b>01/01/24 Minimum</b>	<b>01/01/24 Maximum</b>
11	Hourly	20.31	30.26
	Monthly	3,547.48	5,285.41
	Annual	42,569.76	63,424.96
12	Hourly	21.27	31.62
	Monthly	3,715.16	5,522.96
	Annual	44,581.92	65,275.52
13	Hourly	22.19	33.04
	Monthly	3,875.85	5,770.99
	Annual	46,510.24	68,251.52
14	Hourly	23.23	34.51
	Monthly	4,057.51	6,027.75
	Annual	48,690.08	72,332.96
15	Hourly	24.26	36.07
	Monthly	4,237.41	6,300.23
	Annual	50,848.96	75,602.72
16	Hourly	25.36	37.68
	Monthly	4,429.55	6,581.44
	Annual	53,154.56	78,977.28
17	Hourly	26.50	39.41
	Monthly	4,628.67	6,883.61
	Annual	55,544.00	82,603.36
18	Hourly	27.69	41.14
	Monthly	4,836.52	7,185.79
	Annual	58,038.24	86,229.44
19	Hourly	28.91	42.98
	Monthly	5,049.61	7,507.17
	Annual	60,595.36	90,086.08

**Regent Merit System Pay Plan  
Non-organized (continued)**

Grade	Pay Basis	01/01/24 Minimum	01/01/24 Maximum
22	Hourly	37.10	47.70
	Monthly	6,480.13	8,331.60
	Annual	77,761.60	99,979.20
23	Hourly	38.47	55.00
	Monthly	6,719.43	9,606.67
	Annual	80,633.12	115,280.00

**Board of Regents, State of Iowa**  
**Regent Merit System**  
**Public Safety Bargaining Unit Pay Plan**  
**January 1, 2024**  
 (Based on 2096 Work Hours in the Calendar Year)

Grade	Pay Basis	01/01/24 Minimum	01/01/24 Maximum
Police Officer - 318	Hourly	29.22	41.29
	Monthly	5,103.76	7,211.99
	Annual	61,245.12	86,543.84