

Board of Regents, State of Iowa
Regent Merit System
AFSCME Pay Plan
July 1, 2018
 (Based on 2088 Work Hours in the Calendar Year)

Grade	Pay Basis	07/01/18 Minimum	07/01/18 Maximum
3	Hourly	13.04	19.38
	Semi-Monthly	1,134.48	1,686.06
	Monthly	2,268.96	3,372.12
	Annual	27,227.52	40,465.44
4	Hourly	13.60	20.26
	Semi-Monthly	1,183.20	1,762.62
	Monthly	2,366.40	3,525.24
	Annual	28,396.80	42,302.88
5	Hourly	14.23	21.17
	Semi-Monthly	1,238.01	1,841.79
	Monthly	2,476.02	3,683.58
	Annual	29,712.24	44,202.96
6	Hourly	14.89	22.13
	Semi-Monthly	1,295.43	1,925.31
	Monthly	2,590.86	3,850.62
	Annual	31,090.32	46,207.44
7	Hourly	15.53	23.11
	Semi-Monthly	1,351.11	2,010.57
	Monthly	2,702.22	4,021.14
	Annual	32,426.64	48,253.68
8	Hourly	16.23	24.15
	Semi-Monthly	1,412.01	2,101.05
	Monthly	2,824.02	4,202.10
	Annual	33,888.24	50,425.20
9	Hourly	17.00	25.24
	Semi-Monthly	1,479.00	2,195.88
	Monthly	2,958.00	4,391.76
	Annual	35,496.00	52,701.12
10	Hourly	17.74	26.37
	Semi-Monthly	1,543.38	2,294.19
	Monthly	3,086.76	4,588.38
	Annual	37,041.12	55,060.56

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

Grade	Pay Basis	07/01/18 Minimum	07/01/18 Maximum
11	Hourly	18.51	27.57
	Semi-Monthly	1,610.37	2,398.59
	Monthly	3,220.74	4,797.18
	Annual	38,648.88	57,566.16
12	Hourly	19.38	28.81
	Semi-Monthly	1,686.06	2,506.47
	Monthly	3,372.12	5,012.94
	Annual	40,465.44	60,155.28
13	Hourly	20.23	30.10
	Semi-Monthly	1,760.01	2,618.70
	Monthly	3,520.02	5,237.40
	Annual	42,240.24	62,848.80
14	Hourly	21.17	31.45
	Semi-Monthly	1,841.79	2,736.15
	Monthly	3,683.58	5,472.30
	Annual	44,202.96	65,667.60
15	Hourly	22.11	32.87
	Semi-Monthly	1,923.57	2,859.69
	Monthly	3,847.14	5,719.38
	Annual	46,165.68	68,632.56
16	Hourly	23.10	34.33
	Semi-Monthly	2,009.70	2,986.71
	Monthly	4,019.40	5,973.42
	Annual	48,232.80	71,681.04
17	Hourly	24.14	35.91
	Semi-Monthly	2,100.18	3,124.17
	Monthly	4,200.36	6,248.34
	Annual	50,404.32	74,980.08

Board of Regents, State of Iowa
Regent Merit System
Non-organized Pay Plan
July 1, 2018
(Based on 2088 Work Hours in the Calendar Year)

Grade	Pay Basis	07/01/18 Minimum	07/01/18 Maximum
1	Hourly	9.65	17.75
2	Hourly	10.59	18.52
3	Hourly	13.04	19.38
	Semi-Monthly	1,134.48	1,686.06
	Monthly	2,268.96	3,372.12
4	Annual	27,227.52	40,465.44
	Hourly	13.60	20.26
	Semi-Monthly	1,183.20	1,762.62
5	Monthly	2,366.40	3,525.24
	Annual	28,396.80	42,302.88
	Hourly	14.23	21.17
6	Semi-Monthly	1,238.01	1,841.79
	Monthly	2,476.02	3,683.58
	Annual	29,712.24	44,202.96
7	Hourly	14.89	22.13
	Semi-Monthly	1,295.43	1,925.31
	Monthly	2,590.86	3,850.62
8	Annual	31,090.32	46,207.44
	Hourly	15.53	23.11
	Semi-Monthly	1,351.11	2,010.57
9	Monthly	2,702.22	4,021.14
	Annual	32,426.64	48,253.68
	Hourly	16.23	24.15
10	Semi-Monthly	1,412.01	2,101.05
	Monthly	2,824.02	4,202.10
	Annual	33,888.24	50,425.20
11	Hourly	17.00	25.24
	Semi-Monthly	1,479.00	2,195.88
	Monthly	2,958.00	4,391.76
12	Annual	35,496.00	52,701.12
	Hourly	17.74	26.37
	Semi-Monthly	1,543.38	2,294.19
13	Monthly	3,086.76	4,588.38
	Annual	37,041.12	55,060.56

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

Grade	Pay Basis	07/01/18 Minimum	07/01/18 Maximum
11	Hourly	18.51	27.57
	Semi-Monthly	1,610.37	2,398.59
	Monthly	3,220.74	4,797.18
	Annual	38,648.88	57,566.16
12	Hourly	19.38	28.81
	Semi-Monthly	1,686.06	2,506.47
	Monthly	3,372.12	5,012.94
	Annual	40,465.44	60,155.28
13	Hourly	20.23	30.10
	Semi-Monthly	1,760.01	2,618.70
	Monthly	3,520.02	5,237.40
	Annual	42,240.24	62,848.80
14	Hourly	21.17	31.45
	Semi-Monthly	1,841.79	2,736.15
	Monthly	3,683.58	5,472.30
	Annual	44,202.96	65,667.60
15	Hourly	22.11	32.87
	Semi-Monthly	1,923.57	2,859.69
	Monthly	3,847.14	5,719.38
	Annual	46,165.68	68,632.56
16	Hourly	23.10	34.33
	Semi-Monthly	2,009.70	2,986.71
	Monthly	4,019.40	5,973.42
	Annual	48,232.80	71,681.04
17	Hourly	24.14	35.91
	Semi-Monthly	2,100.18	3,124.17
	Monthly	4,200.36	6,248.34
	Annual	50,404.32	74,980.08
18	Hourly	25.23	37.49
	Semi-Monthly	2,195.01	3,261.63
	Monthly	4,390.02	6,523.26
	Annual	52,680.24	78,279.12
19	Hourly	26.35	39.17
	Semi-Monthly	2,292.45	3,407.79
	Monthly	4,584.90	6,815.58
	Annual	55,018.80	81,786.96