



**Board of Regents, State of Iowa**  
**Regent Merit System**  
**AFSCME Pay Plan**  
**July 1, 2021**  
**(Based on 2088 Work Hours in the Calendar Year)**

<b>Grade</b>	<b>Pay Basis</b>	<b>07/01/21 Minimum</b>	<b>07/01/21 Maximum</b>
3	Hourly	13.74	20.43
	Semi-Monthly	1,195.38	1,777.41
	Monthly	2,390.76	3,554.82
	Annual	28,689.12	42,657.84
4	Hourly	14.34	21.35
	Semi-Monthly	1,247.58	1,857.45
	Monthly	2,495.16	3,714.90
	Annual	29,941.92	44,578.80
5	Hourly	15.00	22.30
	Semi-Monthly	1,305.00	1,940.10
	Monthly	2,610.00	3,880.20
	Annual	31,320.00	46,562.40
6	Hourly	15.69	23.31
	Semi-Monthly	1,365.03	2,027.97
	Monthly	2,730.06	4,055.94
	Annual	32,760.72	48,671.28
7	Hourly	16.37	24.37
	Semi-Monthly	1,424.19	2,120.19
	Monthly	2,848.38	4,240.38
	Annual	34,180.56	50,884.56
8	Hourly	17.11	25.46
	Semi-Monthly	1,488.57	2,215.02
	Monthly	2,977.14	4,430.04
	Annual	35,725.68	53,160.48
9	Hourly	17.91	26.60
	Semi-Monthly	1,558.17	2,314.20
	Monthly	3,116.34	4,628.40
	Annual	37,396.08	55,540.80
10	Hourly	18.69	27.79
	Semi-Monthly	1,626.03	2,417.73
	Monthly	3,252.06	4,835.46
	Annual	39,024.72	58,025.52

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

<b>Grade</b>	<b>Pay Basis</b>	<b>07/01/21 Minimum</b>	<b>07/01/21 Maximum</b>
11	Hourly	19.51	29.06
	Semi-Monthly	1,697.37	2,528.22
	Monthly	3,394.74	5,056.44
	Annual	40,736.88	60,677.28
12	Hourly	20.43	30.37
	Semi-Monthly	1,777.41	2,642.19
	Monthly	3,554.82	5,284.38
	Annual	42,657.84	63,412.56
13	Hourly	21.31	31.73
	Semi-Monthly	1,853.97	2,760.51
	Monthly	3,707.94	5,521.02
	Annual	44,495.28	66,252.24
14	Hourly	22.30	33.14
	Semi-Monthly	1,940.10	2,883.18
	Monthly	3,880.20	5,766.36
	Annual	46,562.40	69,196.32
15	Hourly	23.29	34.64
	Semi-Monthly	2,026.23	3,013.68
	Monthly	4,052.46	6,027.36
	Annual	48,629.52	72,328.32
16	Hourly	24.35	36.18
	Semi-Monthly	2,118.45	3,147.66
	Monthly	4,236.90	6,295.32
	Annual	50,842.80	75,543.84
17	Hourly	25.45	37.84
	Semi-Monthly	2,214.15	3,292.08
	Monthly	4,428.30	6,584.16
	Annual	53,139.60	79,009.92

**Board of Regents, State of Iowa**  
**Regent Merit System**  
**Non-organized Pay Plan**  
**July 1, 2021**  
**(Based on 2088 Work Hours in the Calendar Year)**

<b>Grade</b>	<b>Pay Basis</b>	<b>07/01/21 Minimum</b>	<b>07/01/21 Maximum</b>
1	Hourly	10.17	18.70
2	Hourly	11.16	19.52
3	Hourly	13.74	20.43
	Monthly	2,390.76	3,554.82
	Annual	28,689.12	42,657.84
4	Hourly	14.34	21.35
	Monthly	2,495.16	3,714.90
	Annual	29,941.92	44,578.80
5	Hourly	15.00	22.30
	Monthly	2,610.00	3,880.20
	Annual	31,320.00	46,562.40
6	Hourly	15.69	23.31
	Monthly	2,730.06	4,055.94
	Annual	32,760.72	48,671.28
7	Hourly	16.37	24.37
	Monthly	2,848.38	4,240.38
	Annual	34,180.56	50,884.56
8	Hourly	17.11	25.46
	Monthly	2,977.14	4,430.04
	Annual	35,725.68	53,160.48
9	Hourly	17.91	26.60
	Monthly	3,116.34	4,628.40
	Annual	37,396.08	55,540.80
10	Hourly	18.69	27.79
	Monthly	3,252.06	4,835.46
	Annual	39,024.72	58,025.52
11	Hourly	19.51	29.06
	Monthly	3,394.74	5,056.44
	Annual	40,736.88	60,677.28
12	Hourly	20.43	30.37
	Monthly	3,554.82	5,284.38
	Annual	42,657.84	63,412.56

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

<b>Grade</b>	<b>Pay Basis</b>	<b>07/01/21 Minimum</b>	<b>07/01/21 Maximum</b>
13	Hourly	21.31	31.73
	Monthly	3,707.94	5,521.02
	Annual	44,495.28	66,252.24
14	Hourly	22.30	33.14
	Monthly	3,880.20	5,766.36
	Annual	46,562.40	69,196.32
15	Hourly	23.29	34.64
	Monthly	4,052.46	6,027.36
	Annual	48,629.52	72,328.32
16	Hourly	24.35	36.18
	Monthly	4,236.90	6,295.32
	Annual	50,842.80	75,543.84
17	Hourly	25.45	37.84
	Monthly	4,428.30	6,584.16
	Annual	53,139.60	79,009.92
18	Hourly	26.59	39.51
	Monthly	4,626.66	6,874.74
	Annual	55,519.92	82,496.88
19	Hourly	27.76	41.28
	Monthly	4,830.24	7,182.72
	Annual	57,962.88	86,192.64
20	Hourly	29.01	43.14
	Monthly	5,047.74	7,506.36
	Annual	60,572.88	90,076.32
21	Hourly	30.32	45.08
	Monthly	5,275.68	7,843.92
	Annual	63,308.16	94,127.04
22	Hourly	31.68	47.11
	Monthly	5,512.32	8,197.14
	Annual	66,147.84	98,365.68
23	Hourly	33.11	49.23
	Monthly	5,761.14	8,566.02
	Annual	69,133.68	102,792.24

**Board of Regents, State of Iowa**  
**Regent Merit System**  
**Public Safety Bargaining Unit Pay Plan**  
**July 1, 2021**  
**(Based on 2088 Work Hours in the Calendar Year)**

<b>Grade</b>	<b>Pay Basis</b>	<b>07/01/21 Minimum</b>	<b>07/01/21 Maximum</b>
316	Hourly	24.89	
	Semi-Monthly	2,165.43	-
	Monthly	4,330.86	-
	Annual	51,970.32	-
317	Hourly	25.99	
	Semi-Monthly	2,261.13	-
	Monthly	4,522.26	-
	Annual	54,267.12	-
318	Hourly	27.16	38.37
	Semi-Monthly	2,362.92	3,338.19
	Monthly	4,725.84	6,676.38
	Annual	56,710.08	80,116.56
319	Hourly	29.34	40.71
	Semi-Monthly	2,552.58	3,541.77
	Monthly	5,105.16	7,083.54
	Annual	61,261.92	85,002.48