University of Northern lowa.

P\&S Pay Matrix: Fiscal Year 2024

|  | Pay Grade | First Third |  | Middle Third |  | Upper Third |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Calendar Year100\% | 115 | \$27,196 | \$34,449 | \$34,450 | \$41,701 | \$41,702 | \$48,954 |
|  | 116 | \$31,277 | \$39,617 | \$39,618 | \$47,957 | \$47,958 | \$56,297 |
|  | 117 | \$35,968 | \$45,559 | \$45,560 | \$55,150 | \$55,151 | \$64,741 |
|  | 118 | \$41,363 | \$52,393 | \$52,394 | \$63,423 | \$63,424 | \$74,453 |
|  | 119 | \$47,568 | \$60,252 | \$60,253 | \$72,937 | \$72,938 | \$85,621 |
|  | 120 | \$55,891 | \$70,795 | \$70,796 | \$85,700 | \$85,701 | \$100,604 |
|  | 121 | \$65,672 | \$83,185 | \$83,186 | \$100,698 | \$100,699 | \$118,211 |
|  | 122 | \$77,166 | \$97,742 | \$97,743 | \$118,319 | \$118,320 | \$138,895 |
|  | 123 | \$90,667 | \$114,846 | \$114,847 | \$139,025 | \$139,026 | \$163,204 |
|  | 124 | \$108,802 | \$137,816 | \$137,817 | \$166,830 | \$166,831 | \$195,844 |
|  | 125 | \$130,563 | \$165,380 | \$165,381 | \$200,197 | \$200,198 | \$235,014 |
|  | 126 | \$156,675 | \$198,455 | \$198,456 | \$240,235 | \$240,236 | \$282,015 |
|  | 127 | \$188,010 | \$238,146 | \$238,147 | \$288,283 | \$288,284 | \$338,419 |


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| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Academic Year + 8 Weeks 87\% | 115 | \$23,665 | \$29,975 | \$29,976 | \$36,286 | \$36,287 | \$42,597 |
|  | 116 | \$27,216 | \$34,473 | \$34,474 | \$41,730 | \$41,731 | \$48,987 |
|  | 117 | \$31,298 | \$39,643 | \$39,644 | \$47,989 | \$47,990 | \$56,334 |
|  | 118 | \$35,992 | \$45,589 | \$45,590 | \$55,187 | \$55,188 | \$64,785 |
|  | 119 | \$41,391 | \$52,428 | \$52,429 | \$63,466 | \$63,467 | \$74,503 |
|  | 120 | \$48,633 | \$61,602 | \$61,603 | \$74,572 | \$74,573 | \$87,541 |
|  | 121 | \$57,144 | \$72,383 | \$72,384 | \$87,622 | \$87,623 | \$102,861 |
|  | 122 | \$67,146 | \$85,050 | \$85,051 | \$102,955 | \$102,956 | \$120,859 |
|  | 123 | \$78,894 | \$99,933 | \$99,934 | \$120,973 | \$120,974 | \$142,012 |
|  | 124 | \$94,674 | \$119,920 | \$119,921 | \$145,167 | \$145,168 | \$170,414 |
|  | 125 | \$113,609 | \$143,905 | \$143,906 | \$174,201 | \$174,202 | \$204,497 |
|  | 126 | \$136,330 | \$172,685 | \$172,686 | \$209,040 | \$209,041 | \$245,395 |
|  | 127 | \$163,597 | \$207,223 | \$207,224 | \$250,849 | \$250,850 | \$294,475 |


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| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Academic Year <br> + 15 Days <br> 77\% | 115 | \$20,746 | \$26,278 | \$26,279 | \$31,810 | \$31,811 | \$37,343 |
|  | 116 | \$23,859 | \$30,221 | \$30,222 | \$36,583 | \$36,584 | \$42,945 |
|  | 117 | \$27,437 | \$34,753 | \$34,754 | \$42,070 | \$42,071 | \$49,386 |
|  | 118 | \$31,552 | \$39,966 | \$39,967 | \$48,380 | \$48,381 | \$56,794 |
|  | 119 | \$36,285 | \$45,961 | \$45,962 | \$55,637 | \$55,638 | \$65,313 |
|  | 120 | \$42,634 | \$54,004 | \$54,005 | \$65,373 | \$65,374 | \$76,743 |
|  | 121 | \$50,096 | \$63,455 | \$63,456 | \$76,814 | \$76,815 | \$90,173 |
|  | 122 | \$58,864 | \$74,560 | \$74,561 | \$90,256 | \$90,257 | \$105,952 |
|  | 123 | \$69,163 | \$87,607 | \$87,608 | \$106,051 | \$106,052 | \$124,495 |
|  | 124 | \$82,996 | \$105,128 | \$105,129 | \$127,261 | \$127,262 | \$149,394 |
|  | 125 | \$99,595 | \$126,155 | \$126,156 | \$152,714 | \$152,715 | \$179,273 |
|  | 126 | \$119,514 | \$151,385 | \$151,386 | \$183,255 | \$183,256 | \$215,126 |
|  | 127 | \$143,417 | \$181,662 | \$181,663 | \$219,907 | \$219,908 | \$258,152 |


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| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Academic Year70\% | 115 | \$18,973 | \$24,033 | \$24,034 | \$29,093 | \$29,094 | \$34,153 |
|  | 116 | \$21,820 | \$27,639 | \$27,640 | \$33,457 | \$33,458 | \$39,276 |
|  | 117 | \$25,093 | \$31,785 | \$31,786 | \$38,476 | \$38,477 | \$45,167 |
|  | 118 | \$28,857 | \$36,552 | \$36,553 | \$44,247 | \$44,248 | \$51,942 |
|  | 119 | \$33,186 | \$42,035 | \$42,036 | \$50,884 | \$50,885 | \$59,734 |
|  | 120 | \$38,992 | \$49,390 | \$49,391 | \$59,789 | \$59,790 | \$70,187 |
|  | 121 | \$45,816 | \$58,034 | \$58,035 | \$70,252 | \$70,253 | \$82,470 |
|  | 122 | \$53,835 | \$68,190 | \$68,191 | \$82,545 | \$82,546 | \$96,900 |
|  | 123 | \$63,254 | \$80,123 | \$80,124 | \$96,991 | \$96,992 | \$113,860 |
|  | 124 | \$75,906 | \$96,148 | \$96,149 | \$116,389 | \$116,390 | \$136,631 |
|  | 125 | \$91,087 | \$115,378 | \$115,379 | \$139,668 | \$139,669 | \$163,958 |
|  | 126 | \$109,305 | \$138,452 | \$138,453 | \$167,600 | \$167,601 | \$196,748 |
|  | 127 | \$131,166 | \$166,143 | \$166,144 | \$201,121 | \$201,122 | \$236,099 |


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| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Non-Exempt Hourly Rate | 115 | \$13.03 | \$16.51 | \$16.52 | \$19.98 | \$19.99 | \$23.46 |
|  | 116 | \$14.99 | \$18.98 | \$18.99 | \$22.98 | \$22.99 | \$26.98 |
|  | 117 | \$17.23 | \$21.83 | \$21.84 | \$26.43 | \$26.44 | \$31.02 |
|  | 118 | \$19.82 | \$25.10 | \$25.11 | \$30.39 | \$30.40 | \$35.67 |
|  | 119 | \$22.79 | \$28.87 | \$28.88 | \$34.95 | \$34.96 | \$41.03 |
|  | 120 | \$26.78 | \$33.92 | \$33.93 | \$41.06 | \$41.07 | \$48.21 |
|  | 121 | \$31.47 | \$39.86 | \$39.87 | \$48.25 | \$48.26 | \$56.64 |
|  | 122 | \$36.97 | \$46.83 | \$46.84 | \$56.69 | \$56.70 | \$66.55 |
|  | 123 | \$43.44 | \$55.03 | \$55.04 | \$66.61 | \$66.62 | \$78.20 |
|  | 124 | \$52.13 | \$66.04 | \$66.05 | \$79.94 | \$79.95 | \$93.84 |
|  | 125 | \$62.56 | \$79.24 | \$79.25 | \$95.93 | \$95.94 | \$112.61 |
|  | 126 | \$75.07 | \$95.09 | \$95.10 | \$115.11 | \$115.12 | \$135.13 |
|  | 127 | \$90.09 | \$114.11 | \$114.12 | \$138.13 | \$138.14 | \$162.16 |

