

**Board of Regents, State of Iowa
Regent Merit System
AFSCME Pay Plan
July 1, 2025**

Grade	Pay Basis	07/01/25 Minimum	07/01/25 Maximum
3	Hourly	15.03	22.35
4	Hourly	15.70	23.36
5	Hourly	16.42	24.41
6	Hourly	17.17	25.51
7	Hourly	17.91	26.66
8	Hourly	18.72	27.86
9	Hourly	19.59	29.10
10	Hourly	20.45	30.41
11	Hourly	21.34	31.79
12	Hourly	22.35	33.22
13	Hourly	23.32	34.71
14	Hourly	24.41	36.26
15	Hourly	25.49	37.89
16	Hourly	26.64	39.59
17	Hourly	27.85	41.40

Board of Regents, State of Iowa
Regent Merit System
Non-organized Pay Plan
July 1, 2025

Grade	Pay Basis	07/01/25 Minimum	07/01/25 Maximum
1	Hourly	11.13	20.46
2	Hourly	12.21	21.35
3	Hourly	15.03	22.35
4	Hourly	15.70	23.36
5	Hourly	16.42	24.41
6	Hourly	17.17	25.51
7	Hourly	17.91	26.66
8	Hourly	18.72	27.86
9	Hourly	19.59	29.10
10	Hourly	20.45	30.41
11	Hourly	21.34	31.79
12	Hourly	22.35	33.22
13	Hourly	23.32	34.71
14	Hourly	24.41	36.26
15	Hourly	25.49	37.89
16	Hourly	26.64	39.59
17	Hourly	27.85	41.40
18	Hourly	29.09	43.22
19	Hourly	30.38	45.16
22	Hourly	40.51	52.08
23	Hourly	42.00	60.05

Board of Regents, State of Iowa
Regent Merit System
Public Safety Bargaining Unit Pay Plan
July 1, 2025

Grade	Pay Basis	07/01/25 Minimum	07/01/25 Maximum
Police Officer - 318	Hourly	31.90	45.08