

**Board of Regents, State of Iowa**  
**Regent Merit System**  
**AFSCME Pay Plan**  
**July 1, 2026**

| <b>Grade</b> | <b>Pay Basis</b> | <b>07/01/26<br/>Minimum</b> | <b>07/01/26<br/>Maximum</b> |
|--------------|------------------|-----------------------------|-----------------------------|
| 3            | Hourly           | 15.33                       | 22.80                       |
| 4            | Hourly           | 16.01                       | 23.83                       |
| 5            | Hourly           | 16.75                       | 24.90                       |
| 6            | Hourly           | 17.51                       | 26.02                       |
| 7            | Hourly           | 18.27                       | 27.19                       |
| 8            | Hourly           | 19.09                       | 28.42                       |
| 9            | Hourly           | 19.98                       | 29.68                       |
| 10           | Hourly           | 20.86                       | 31.02                       |
| 11           | Hourly           | 21.77                       | 32.43                       |
| 12           | Hourly           | 22.80                       | 33.88                       |
| 13           | Hourly           | 23.79                       | 35.40                       |
| 14           | Hourly           | 24.90                       | 36.99                       |
| 15           | Hourly           | 26.00                       | 38.65                       |
| 16           | Hourly           | 27.17                       | 40.38                       |
| 17           | Hourly           | 28.41                       | 42.23                       |

**Board of Regents, State of Iowa  
Regent Merit System  
Non-organized Pay Plan  
July 1, 2026**

| <b>Grade</b> | <b>Pay Basis</b> | <b>07/01/26<br/>Minimum</b> | <b>07/01/26<br/>Maximum</b> |
|--------------|------------------|-----------------------------|-----------------------------|
| 1            | Hourly           | 11.35                       | 20.87                       |
| 2            | Hourly           | 12.45                       | 21.78                       |
| 3            | Hourly           | 15.33                       | 22.80                       |
| 4            | Hourly           | 16.01                       | 23.83                       |
| 5            | Hourly           | 16.75                       | 24.90                       |
| 6            | Hourly           | 17.51                       | 26.02                       |
| 7            | Hourly           | 18.27                       | 27.19                       |
| 8            | Hourly           | 19.09                       | 28.42                       |
| 9            | Hourly           | 19.98                       | 29.68                       |
| 10           | Hourly           | 20.86                       | 31.02                       |
| 11           | Hourly           | 21.77                       | 32.43                       |
| 12           | Hourly           | 22.80                       | 33.88                       |
| 13           | Hourly           | 23.79                       | 35.40                       |
| 14           | Hourly           | 24.90                       | 36.99                       |
| 15           | Hourly           | 26.00                       | 38.65                       |
| 16           | Hourly           | 27.17                       | 40.38                       |
| 17           | Hourly           | 28.41                       | 42.23                       |
| 18           | Hourly           | 29.67                       | 44.08                       |
| 19           | Hourly           | 30.99                       | 46.06                       |
| 22           | Hourly           | 41.32                       | 53.12                       |
| 23           | Hourly           | 42.84                       | 61.25                       |

**Board of Regents, State of Iowa  
Regent Merit System  
Public Safety Bargaining Unit Pay  
Plan July 1, 2026**

| <b>Grade</b>         | <b>Pay Basis</b> | <b>07/01/26<br/>Minimum</b> | <b>07/01/26<br/>Maximum</b> |
|----------------------|------------------|-----------------------------|-----------------------------|
| Police Officer - 318 | Hourly           | 32.86                       | 46.43                       |