

Board of Regents, State of Iowa
Regent Merit System Pay Plan
July 1, 2008
(based on 2088 working hours)

| Grade | Pay Basis* | 7/1/08 Minimum | 7/1/08 Maximum |
|--------------|-------------------|-----------------------|-----------------------|
| 3 | Hourly | 11.01 | 16.37 |
| | Semi-Monthly | 957.87 | 1,424.19 |
| | Monthly | 1,915.74 | 2,848.38 |
| | Annual | 22,988.88 | 34,180.56 |
| 4 | Hourly | 11.51 | 17.12 |
| | Semi-Monthly | 1,001.37 | 1,489.44 |
| | Monthly | 2,002.74 | 2,978.88 |
| | Annual | 24,032.88 | 35,746.56 |
| 5 | Hourly | 12.02 | 17.88 |
| | Semi-Monthly | 1,045.74 | 1,555.56 |
| | Monthly | 2,091.48 | 3,111.12 |
| | Annual | 25,097.76 | 37,333.44 |
| 6 | Hourly | 12.57 | 18.69 |
| | Semi-Monthly | 1,093.59 | 1,626.03 |
| | Monthly | 2,187.18 | 3,252.06 |
| | Annual | 26,246.16 | 39,024.72 |
| 7 | Hourly | 13.13 | 19.53 |
| | Semi-Monthly | 1,142.31 | 1,699.11 |
| | Monthly | 2,284.62 | 3,398.22 |
| | Annual | 27,415.44 | 40,778.64 |
| 8 | Hourly | 13.72 | 20.41 |
| | Semi-Monthly | 1,193.64 | 1,775.67 |
| | Monthly | 2,387.28 | 3,551.34 |
| | Annual | 28,647.36 | 42,616.08 |
| 9 | Hourly | 14.35 | 21.32 |
| | Semi-Monthly | 1,248.45 | 1,854.84 |
| | Monthly | 2,496.90 | 3,709.68 |
| | Annual | 29,962.80 | 44,516.16 |
| 10 | Hourly | 14.99 | 22.28 |
| | Semi-Monthly | 1,304.13 | 1,938.36 |
| | Monthly | 2,608.26 | 3,876.72 |
| | Annual | 31,299.12 | 46,520.64 |
| 11 | Hourly | 15.66 | 23.30 |
| | Semi-Monthly | 1,362.42 | 2,027.10 |
| | Monthly | 2,724.84 | 4,054.20 |
| | Annual | 32,698.08 | 48,650.40 |
| 12 | Hourly | 16.37 | 24.33 |
| | Semi-Monthly | 1,424.19 | 2,116.71 |
| | Monthly | 2,848.38 | 4,233.42 |
| | Annual | 34,180.56 | 50,801.04 |

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| 13 | Hourly | 17.10 | 25.42 |
| | Semi-Monthly | 1,487.70 | 2,211.54 |
| | Monthly | 2,975.40 | 4,423.08 |
| | Annual | 35,704.80 | 53,076.96 |
| 14 | Hourly | 17.88 | 26.57 |
| | Semi-Monthly | 1,555.56 | 2,311.59 |
| | Monthly | 3,111.12 | 4,623.18 |
| | Annual | 37,333.44 | 55,478.16 |
| 15 | Hourly | 18.68 | 27.77 |
| | Semi-Monthly | 1,625.16 | 2,415.99 |
| | Monthly | 3,250.32 | 4,831.98 |
| | Annual | 39,003.84 | 57,983.76 |
| 16 | Hourly | 19.52 | 29.00 |
| | Semi-Monthly | 1,698.24 | 2,523.00 |
| | Monthly | 3,396.48 | 5,046.00 |
| | Annual | 40,757.76 | 60,552.00 |
| 17 | Hourly | 20.40 | 30.33 |
| | Semi-Monthly | 1,774.80 | 2,638.71 |
| | Monthly | 3,549.60 | 5,277.42 |
| | Annual | 42,595.20 | 63,329.04 |
| 18 | Hourly | 21.31 | 31.69 |
| | Semi-Monthly | 1,853.97 | 2,757.03 |
| | Monthly | 3,707.94 | 5,514.06 |
| | Annual | 44,495.28 | 66,168.72 |