

Board of Regents, State of Iowa
Regent Merit System
AFSCME Pay Plan
January 1, 2012
(Based on 2088 Work Hours in the Calendar Year 2012)

Grade	Pay Basis	01/01/12 Minimum	01/01/12 Maximum
3	Hourly	11.69	17.38
	Semi-Monthly	1,017.03	1,512.06
	Monthly	2,034.06	3,024.12
	Annual	24,408.72	36,289.44
4	Hourly	12.22	18.16
	Semi-Monthly	1,063.14	1,579.92
	Monthly	2,126.28	3,159.84
	Annual	25,515.36	37,918.08
5	Hourly	12.76	18.98
	Semi-Monthly	1,110.12	1,651.26
	Monthly	2,220.24	3,302.52
	Annual	26,642.88	39,630.24
6	Hourly	13.34	19.84
	Semi-Monthly	1,160.58	1,726.08
	Monthly	2,321.16	3,452.16
	Annual	27,853.92	41,425.92
7	Hourly	13.93	20.73
	Semi-Monthly	1,211.91	1,803.51
	Monthly	2,423.82	3,607.02
	Annual	29,085.84	43,284.24
8	Hourly	14.55	21.66
	Semi-Monthly	1,265.85	1,884.42
	Monthly	2,531.70	3,768.84
	Annual	30,380.40	45,226.08
9	Hourly	15.24	22.63
	Semi-Monthly	1,325.88	1,968.81
	Monthly	2,651.76	3,937.62
	Annual	31,821.12	47,251.44
10	Hourly	15.91	23.65
	Semi-Monthly	1,384.17	2,057.55
	Monthly	2,768.34	4,115.10
	Annual	33,220.08	49,381.20

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

Grade	Pay Basis	01/01/12 Minimum	01/01/12 Maximum
11	Hourly	16.61	24.73
	Semi-Monthly	1,445.07	2,151.51
	Monthly	2,890.14	4,303.02
	Annual	34,681.68	51,636.24
12	Hourly	17.38	25.83
	Semi-Monthly	1,512.06	2,247.21
	Monthly	3,024.12	4,494.42
	Annual	36,289.44	53,933.04
13	Hourly	18.14	26.98
	Semi-Monthly	1,578.18	2,347.26
	Monthly	3,156.36	4,694.52
	Annual	37,876.32	56,334.24
14	Hourly	18.98	28.20
	Semi-Monthly	1,651.26	2,453.40
	Monthly	3,302.52	4,906.80
	Annual	39,630.24	58,881.60
15	Hourly	19.82	29.47
	Semi-Monthly	1,724.34	2,563.89
	Monthly	3,448.68	5,127.78
	Annual	41,384.16	61,533.36
16	Hourly	20.72	30.78
	Semi-Monthly	1,802.64	2,677.86
	Monthly	3,605.28	5,355.72
	Annual	43,263.36	64,268.64

Board of Regents, State of Iowa
Regent Merit System
Non-organized Pay Plan
January 1, 2012
(Based on 2088 Work Hours in the Calendar Year 2012)

Grade	Pay Basis	01/01/12 Minimum	01/01/12 Maximum
1	Hourly	8.65	15.92
2	Hourly	9.50	16.62
3	Hourly	11.69	17.38
	Semi-Monthly	1,017.03	1,512.06
	Monthly	2,034.06	3,024.12
	Annual	24,408.72	36,289.44
4	Hourly	12.22	18.16
	Semi-Monthly	1,063.14	1,579.92
	Monthly	2,126.28	3,159.84
	Annual	25,515.36	37,918.08
5	Hourly	12.76	18.98
	Semi-Monthly	1,110.12	1,651.26
	Monthly	2,220.24	3,302.52
	Annual	26,642.88	39,630.24
6	Hourly	13.34	19.84
	Semi-Monthly	1,160.58	1,726.08
	Monthly	2,321.16	3,452.16
	Annual	27,853.92	41,425.92
7	Hourly	13.93	20.73
	Semi-Monthly	1,211.91	1,803.51
	Monthly	2,423.82	3,607.02
	Annual	29,085.84	43,284.24
8	Hourly	14.55	21.66
	Semi-Monthly	1,265.85	1,884.42
	Monthly	2,531.70	3,768.84
	Annual	30,380.40	45,226.08
9	Hourly	15.24	22.63
	Semi-Monthly	1,325.88	1,968.81
	Monthly	2,651.76	3,937.62
	Annual	31,821.12	47,251.44
10	Hourly	15.91	23.65
	Semi-Monthly	1,384.17	2,057.55
	Monthly	2,768.34	4,115.10
	Annual	33,220.08	49,381.20

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

Grade	Pay Basis	01/01/12 Minimum	01/01/12 Maximum
11	Hourly	16.61	24.73
	Semi-Monthly	1,445.07	2,151.51
	Monthly	2,890.14	4,303.02
	Annual	34,681.68	51,636.24
12	Hourly	17.38	25.83
	Semi-Monthly	1,512.06	2,247.21
	Monthly	3,024.12	4,494.42
	Annual	36,289.44	53,933.04
13	Hourly	18.14	26.98
	Semi-Monthly	1,578.18	2,347.26
	Monthly	3,156.36	4,694.52
	Annual	37,876.32	56,334.24
14	Hourly	18.98	28.20
	Semi-Monthly	1,651.26	2,453.40
	Monthly	3,302.52	4,906.80
	Annual	39,630.24	58,881.60
15	Hourly	19.82	29.47
	Semi-Monthly	1,724.34	2,563.89
	Monthly	3,448.68	5,127.78
	Annual	41,384.16	61,533.36
16	Hourly	20.72	30.78
	Semi-Monthly	1,802.64	2,677.86
	Monthly	3,605.28	5,355.72
	Annual	43,263.36	64,268.64
17	Hourly	21.65	32.20
	Semi-Monthly	1,883.55	2,801.40
	Monthly	3,767.10	5,602.80
	Annual	45,205.20	67,233.60
18	Hourly	22.62	33.62
	Semi-Monthly	1,967.94	2,924.94
	Monthly	3,935.88	5,849.88
	Annual	47,230.56	70,198.56