

**Advanced Starting Rates Above the Pay Grade Minimum
Negotiated by AFSCME and Valid for Duration of Current Contract**

State Code	Classification Title	Pay Grade	Advanced Hourly Rate	Advanced Starting Salary (FTE)
5141	Area Mechanic	10	\$22.23	\$46,594.08
3442	Broadcast TV Radio Technician II	13	\$24.23	\$50,786.08
3443	Broadcast TV Radio Technician III	15	\$27.68	\$58,017.28
5062	Cabinetmaker	11	\$23.17	\$48,564.32
5061	Carpenter	10	\$22.23	\$46,594.08
5531	Chilled Water Systems Technician	13	\$25.32	\$53,070.72
5071	Electrician I	10	\$22.23	\$46,594.08
5070	Electrician II	12	\$24.28	\$50,890.88
5072	Electrician III	14	\$26.51	\$55,564.96
5073	Electrician, High Voltage	13	\$25.32	\$53,070.72
5074	Electrician, High Voltage II	15	\$27.68	\$58,017.28
5090	Enviro Systems Mechanic I	11	\$23.17	\$48,564.32
5091	Enviro Systems Mechanic II	13	\$25.32	\$53,070.72
5093	Enviro Systems Mechanic III	15	\$27.68	\$58,017.28
5101	Equipment Operator	8	\$20.34	\$42,632.64
6301	ERD Machinist	12	\$23.23	\$48,690.08
6311	ERD Machinist, Senior	15	\$27.68	\$58,017.28
6321	ERD Welder	12	\$24.28	\$50,890.88
5311	Facilities Mechanic III	10	\$22.23	\$46,594.08
5291	Insulator	10	\$22.23	\$46,594.08
5111	Locksmith	10	\$22.23	\$46,594.08
5131	Mason	9	\$21.29	\$44,623.84
5151	Painter	9	\$21.29	\$44,623.84
5161	Pipefitter	12	\$24.28	\$50,890.88
5331	Plumber	10	\$22.23	\$46,594.08
5431	Power Plant Asst Chief Operator	11	\$24.21	\$50,744.16
5421	Power Plant Boiler Operator	10	\$21.27	\$44,581.92
5411	Power Plant Utility Worker	8	\$20.34	\$42,632.64
5191	Sheet Metal Mechanic I	10	\$22.23	\$46,594.08
5192	Sheet Metal Mechanic II	12	\$24.28	\$50,890.88
5351	Steamfitter	13	\$25.32	\$53,070.72
5461	Utility E&I Technician I	13	\$27.65	\$57,954.40
5462	Utility E&I Technician II	15	\$30.23	\$63,362.08
5463	Utility E&I Technician III	17	\$33.02	\$69,209.92
5464	Utility Plant Maint Mechanic I	11	\$25.30	\$53,028.80
5465	Utility Plant Maint Mechanic II	14	\$28.95	\$60,679.20
5466	Utility Plant Maint Mechanic III	16	\$31.60	\$66,233.60
5471	Utility Plant Material Hand Opr	9	\$21.29	\$44,623.84
5467	Utility Plant Operator I	11	\$25.30	\$53,028.80
5468	Utility Plant Operator II	13	\$27.65	\$57,954.40
5469	Utility Plant Operator III	15	\$30.23	\$63,362.08
5470	Utility Plant Remote Facility Oper	15	\$30.23	\$63,362.08

**Advanced Starting Rates Above the Pay Grade Minimum - Iowa State
Approved by Board of Regents Office**

State Code	Classification Title	Grade	Advanced Hourly Rate	Advanced Starting Salary (FTE)
7611	Animal Caretaker I	4	\$17.04	\$35,715.84
7612	Animal Caretaker II*	7	\$18.62	\$39,027.52
7613	Animal Caretaker III	10	\$20.35	\$42,653.60
7591	Public Safety Dispatcher I	9	\$24.30	\$50,932.80
7592	Public Safety Dispatcher II	11	\$25.30	\$53,028.80
3281	Radiographer I	9	\$19.49	\$40,851.04
3282	Radiographer II	10	\$20.35	\$42,653.60
3283	Radiographer III	12	\$22.23	\$46,594.08
5711	Supv Custodian Services	8	\$19.46	\$40,788.16
5468	Utility Plant Operator II	13	\$27.63	\$57,912.48
7601	Veterinary Technician I	10	\$21.27	\$44,581.92
7602	Veterinary Technician II	13	\$24.23	\$50,786.08
7603	Veterinary Technician III	16	\$28.94	\$60,658.24
8352	Extension Program Assistant II	6	\$17.85	\$37,413.60
8353	Extension Program Assistant III	7	\$18.62	\$39,027.52

January 1, 2024 - June 30, 2024

State Code	Classification Title	Grade	Advanced Hourly Rate	Advanced Starting Salary (FTE)
3901	Assembly Technician I	4	\$15.88	\$33,284.48
7051	Baker I	4	\$15.88	\$33,284.48
7331	Bindery Operator I	3	\$15.63	\$32,760.48
7332	Bindery Operator II	5	\$16.14	\$33,829.44
3448	Broadcast Master Control Operator	3	\$15.63	\$32,760.48
5611	Building Services Coordinator	5	\$16.14	\$33,829.44
1201	Cashier I	4	\$15.88	\$33,284.48
1051	Clerk I	3	\$15.63	\$32,760.48
1052	Clerk II	5	\$16.14	\$33,829.44
1061	Clerk Typist I	3	\$15.63	\$32,760.48
1062	Clerk Typist II	5	\$16.14	\$33,829.44
7061	Cook I	4	\$15.88	\$33,284.48
5701	Custodian I	3	\$15.63	\$32,760.48
5702	Custodian II	5	\$16.14	\$33,829.44
1821	Data Entry Operator I	4	\$15.88	\$33,284.48
1831	Data Technician I	4	\$15.88	\$33,284.48
1211	Dispatching Clerk	5	\$16.14	\$33,829.44
1301	Editorial Assistant I	5	\$16.14	\$33,829.44
8351	Extension Program Assistant I	5	\$16.14	\$33,829.44
5301	Facilities Mechanic I	4	\$15.88	\$33,284.48
7076	Food Service Coordinator I	4	\$15.88	\$33,284.48
7072	Food Worker I	3	\$15.63	\$32,760.48
7073	Food Worker II	5	\$16.14	\$33,829.44
5731	Groundskeeper I	6	\$17.25	\$36,156.00
3411	Health Physics Technician I	5	\$16.14	\$33,829.44
3261	Histology Technician I	5	\$16.14	\$33,829.44
1801	Key Entry Operator I	3	\$15.63	\$32,760.48
1802	Key Entry Operator II	5	\$16.14	\$33,829.44
7081	Kitchen Helper I	3	\$15.63	\$32,760.48
7082	Kitchen Helper II	5	\$16.14	\$33,829.44
3151	Laboratory Assistant I	3	\$15.63	\$32,760.48
3152	Laboratory Assistant II	5	\$16.14	\$33,829.44
3701	Laboratory Mechanical Tech I	5	\$16.14	\$33,829.44
5721	Laborer	3	\$15.63	\$32,760.48
8052	Laundry Equipment Operator	4	\$15.88	\$33,284.48
8051	Laundry Production Worker	3	\$15.63	\$32,760.48
1501	Library Assistant I	5	\$16.14	\$33,829.44
7681	Mail Distributor	5	\$16.14	\$33,829.44
5321	Mechanic's Assistant	4	\$15.88	\$33,284.48
7981	Motor Vehicle Operator I	4	\$15.88	\$33,284.48
7830	Parking/Trans Attendant	5	\$16.14	\$33,829.44
5850	Parking Facilities Mechanic	5	\$16.14	\$33,829.44
3351	Phlebotomy Technician I	4	\$15.88	\$33,284.48
4211	Photo Technician I	3	\$15.63	\$32,760.48
4212	Photo Technician II	4	\$15.88	\$33,284.48
7741	School Assistant	5	\$16.14	\$33,829.44
1071	Secretary I	5	\$16.14	\$33,829.44
7751	Sewing Machine Operator I	3	\$15.63	\$32,760.48
7752	Sewing Machine Operator II	5	\$16.14	\$33,829.44
7761	Storekeeper I	4	\$15.88	\$33,284.48
7771	Telecomm Operator	4	\$15.88	\$33,284.48
1601	Veterinary Teaching Hospital Assistan	5	\$16.14	\$33,829.44