

**Board of Regents, State of Iowa
Regent Merit System Pay Plan
January 1, 2024**

Grade	Pay Basis	1/1/2024 Minimum	1/1/2024 Maximum
1	Hourly	10.59	19.48
2	Hourly	11.62	20.32
3	Hourly	14.31	21.27
	Monthly	2,499.48	3,715.16
	Annual	29,993.76	44,581.92
4	Hourly	14.94	22.23
	Monthly	2,609.52	3,882.84
	Annual	31,314.24	46,594.08
5	Hourly	15.63	23.23
	Monthly	2,730.04	4,057.51
	Annual	32,760.48	48,690.08
6	Hourly	16.34	24.28
	Monthly	2,854.05	4,240.91
	Annual	34,248.64	50,890.88
7	Hourly	17.05	25.38
	Monthly	2,978.07	4,433.04
	Annual	35,736.80	53,196.48
8	Hourly	17.82	26.51
	Monthly	3,112.56	4,630.41
	Annual	37,350.72	55,564.96
9	Hourly	18.65	27.70
	Monthly	3,257.53	4,838.27
	Annual	39,090.40	58,059.20
10	Hourly	19.47	28.94
	Monthly	3,400.76	5,054.85
	Annual	40,809.12	60,658.24
11	Hourly	20.31	30.26
	Monthly	3,547.48	5,285.41
	Annual	42,569.76	63,424.96
12	Hourly	21.27	31.62
	Monthly	3,715.16	5,522.96
	Annual	44,581.92	66,275.52
13	Hourly	22.19	33.04
	Monthly	3,875.85	5,770.99
	Annual	46,510.24	69,251.84
14	Hourly	23.23	34.51
	Monthly	4,057.51	6,027.75
	Annual	48,690.08	72,332.96
15	Hourly	24.26	36.07
	Monthly	4,237.41	6,300.23
	Annual	50,848.96	75,602.72
16	Hourly	25.36	37.68
	Monthly	4,429.55	6,581.44
	Annual	53,154.56	78,977.28
17	Hourly	26.50	39.41
	Monthly	4,628.67	6,883.61
	Annual	55,544.00	82,603.36
18	Hourly	27.69	41.14
	Monthly	4,836.52	7,185.79
	Annual	58,038.24	86,229.44
19	Hourly	28.91	42.98
	Monthly	5,049.61	7,507.17
	Annual	60,595.36	90,086.08

Calculated based on 2096 hours in calendar year 2024

**Board of Regents, State of Iowa
Public Safety Merit Exempt Pay Plan
January 1, 2024**

Hours	2096
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Grade	Pay Basis	1/1/2024 Minimum	1/1/2024 Maximum
22	Hourly	37.10	47.70
	Monthly	6,480.13	8,331.60
	Annual	77,761.60	99,979.20
23	Hourly	38.47	55.00
	Monthly	6,719.43	9,606.67
	Annual	80,633.12	115,280.00