

IOWA STATE UNIVERSITY

University Human Resources

UHR Update

December 2, 2021

ENTRY LEVEL PAY ADJUSTMENTS

P&S Adjustments

P&S Current Grade	Former minimum	New Minimum	Maximum
PS801	\$21,038	No Change	\$33,662
PS802	\$23,668	No Change	\$37,869
PS803	\$26,627	\$31,200	\$42,603
PS804	\$29,955	\$32,240	\$47,928

- Pay Grade PS801 required no adjustment, PS802 is currently not being used for any positions
- Changes effective 12/1/2021
- Staff in the P&S Temporary job profile remain unclassified
 - Supervisors may make adjustments to compensation for individuals in the P&S Temporary job profile at any time and may contact their HR Delivery team to make adjustments.

P&S MARKET REVIEW

P&S Pay Matrix and Job Review

- To maintain the health of the structure, Class/Comp will review benchmark data to determine market shifts on average since previous review
- Currently have 65-70% of positions benchmarked
- Recommend implementing 2/1/2022 and 4/1/2022 and must comply by 10/1/2022
- Prioritize positions identified by senior leaders as difficult in relation to retention and hiring
- Focus efforts around positions of concern to evaluate competitiveness to market
- Requires approval of Board Office for these changes

Anticipated Timeline

Project	Communication Date	Implementation Date
Entry Level Pay Changes	Week before Thanksgiving	12/01/2021
Pay Changes for 14026	Week before Thanksgiving	No later than 01/30/2022
P&S Matrix Move	January 2022	February 2022 (New Hires)
Selected P&S Profiles adjusted	March 2022	April 2022 (New Hires)

WORKFLEX UPDATE

WorkFlex Status

- Number of Requests by deadline - 762
- Monday, November 29th -WorkFlex Program Appointing Authority approval process
- All supervisors should be working to review and approve/deny the requests submitted in their inbox
- The Staff Appointing Authority has until December 23 to respond to all completed requests
- After the 23rd, supervisors have to January 14th to prepare for the effective dates of the arrangements