

**STATE OF IOWA**  
**HUMAN RESOURCES ENTERPRISE**  
 Effective 06/19/2015 - 06/30/2016

<b>AFSCME PAY PLAN</b>							
<b>014</b>							
<b>FISCAL YEAR 2016</b>							
<b>PAY GRADE</b>		<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>PAY GRADE</b>		<b>MINIMUM</b>	<b>MAXIMUM</b>
<b>10</b>	ANNUALLY	21,798.40	30,721.60	<b>17</b>	ANNUALLY	29,536.00	42,993.60
	BIWEEKLY	838.40	1,181.60		BIWEEKLY	1,136.00	1,653.60
	HOURLY	10.48	14.77		HOURLY	14.20	20.67
<b>11</b>	ANNUALLY	22,900.80	32,281.60	<b>18</b>	ANNUALLY	30,700.80	45,052.80
	BIWEEKLY	880.80	1,241.60		BIWEEKLY	1,180.80	1,732.80
	HOURLY	11.01	15.52		HOURLY	14.76	21.66
<b>12</b>	ANNUALLY	23,816.00	33,945.60	<b>19</b>	ANNUALLY	32,219.20	47,091.20
	BIWEEKLY	916.00	1,305.60		BIWEEKLY	1,239.20	1,811.20
	HOURLY	11.45	16.32		HOURLY	15.49	22.64
<b>13</b>	ANNUALLY	25,022.40	35,422.40	<b>20</b>	ANNUALLY	33,737.60	49,400.00
	BIWEEKLY	962.40	1,362.40		BIWEEKLY	1,297.60	1,900.00
	HOURLY	12.03	17.03		HOURLY	16.22	23.75
<b>14</b>	ANNUALLY	26,104.00	37,148.80	<b>21</b>	ANNUALLY	35,193.60	51,792.00
	BIWEEKLY	1,004.00	1,428.80		BIWEEKLY	1,353.60	1,992.00
	HOURLY	12.55	17.86		HOURLY	16.92	24.90
<b>15</b>	ANNUALLY	27,185.60	39,166.40	<b>22</b>	ANNUALLY	36,795.20	54,308.80
	BIWEEKLY	1,045.60	1,506.40		BIWEEKLY	1,415.20	2,088.80
	HOURLY	13.07	18.83		HOURLY	17.69	26.11
<b>16</b>	ANNUALLY	28,308.80	40,872.00	<b>23</b>	ANNUALLY	38,417.60	56,929.60
	BIWEEKLY	1,088.80	1,572.00		BIWEEKLY	1,477.60	2,189.60
	HOURLY	13.61	19.65		HOURLY	18.47	27.37

**STATE OF IOWA**  
**HUMAN RESOURCES ENTERPRISE**  
 Effective 06/19/2015 - 06/30/2016

<b>AFSCME PAY PLAN</b>							
<b>014</b>							
<b>FISCAL YEAR 2016</b>							
<b>PAY GRADE</b>		<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>PAY GRADE</b>		<b>MINIMUM</b>	<b>MAXIMUM</b>
<b>24</b>	ANNUALLY	40,560.00	59,612.80	<b>31</b>	ANNUALLY	53,809.60	83,324.80
	BIWEEKLY	1,560.00	2,292.80		BIWEEKLY	2,069.60	3,204.80
	HOURLY	19.50	28.66		HOURLY	25.87	40.06
<b>25</b>	ANNUALLY	41,828.80	62,566.40	<b>32</b>	ANNUALLY	56,430.40	87,276.80
	BIWEEKLY	1,608.80	2,406.40		BIWEEKLY	2,170.40	3,356.80
	HOURLY	20.11	30.08		HOURLY	27.13	41.96
<b>26</b>	ANNUALLY	43,347.20	65,873.60	<b>33</b>	ANNUALLY	59,321.60	91,374.40
	BIWEEKLY	1,667.20	2,533.60		BIWEEKLY	2,281.60	3,514.40
	HOURLY	20.84	31.67		HOURLY	28.52	43.93
<b>27</b>	ANNUALLY	45,323.20	68,723.20	<b>34</b>	ANNUALLY	62,275.20	95,846.40
	BIWEEKLY	1,743.20	2,643.20		BIWEEKLY	2,395.20	3,686.40
	HOURLY	21.79	33.04		HOURLY	29.94	46.08
<b>28</b>	ANNUALLY	47,486.40	72,342.40	<b>35</b>	ANNUALLY	65,374.40	100,547.20
	BIWEEKLY	1,826.40	2,782.40		BIWEEKLY	2,514.40	3,867.20
	HOURLY	22.83	34.78		HOURLY	31.43	48.34
<b>29</b>	ANNUALLY	49,712.00	75,670.40	<b>36</b>	ANNUALLY	68,598.40	105,144.00
	BIWEEKLY	1,912.00	2,910.40		BIWEEKLY	2,638.40	4,044.00
	HOURLY	23.90	36.38		HOURLY	32.98	50.55
<b>30</b>	ANNUALLY	51,188.80	79,393.60	<b>37</b>	ANNUALLY	76,897.60	109,428.80
	BIWEEKLY	1,968.80	3,053.60		BIWEEKLY	2,957.60	4,208.80
	HOURLY	24.61	38.17		HOURLY	36.97	52.61

**STATE OF IOWA**  
**HUMAN RESOURCES ENTERPRISE**  
Effective 06/19/2015 - 06/30/2016

<b>AFSCME PAY PLAN</b>							
<b>014</b>							
<b>FISCAL YEAR 2016</b>							
<b>PAY GRADE</b>		<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>PAY GRADE</b>		<b>MINIMUM</b>	<b>MAXIMUM</b>
<b>38</b>	ANNUALLY	80,496.00	114,608.00	<b>45</b>	ANNUALLY	111,945.60	159,182.40
	BIWEEKLY	3,096.00	4,408.00		BIWEEKLY	4,305.60	6,122.40
	HOURLY	38.70	55.10		HOURLY	53.82	76.53
<b>39</b>	ANNUALLY	84,448.00	120,203.20	<b>46</b>	ANNUALLY	118,601.60	168,584.00
	BIWEEKLY	3,248.00	4,623.20		BIWEEKLY	4,561.60	6,484.00
	HOURLY	40.60	57.79		HOURLY	57.02	81.05
<b>40</b>	ANNUALLY	88,545.60	126,027.20	<b>47</b>	ANNUALLY	125,528.00	178,339.20
	BIWEEKLY	3,405.60	4,847.20		BIWEEKLY	4,828.00	6,859.20
	HOURLY	42.57	60.59		HOURLY	60.35	85.74
<b>41</b>	ANNUALLY	92,768.00	131,934.40	<b>48</b>	ANNUALLY	131,518.40	186,992.00
	BIWEEKLY	3,568.00	5,074.40		BIWEEKLY	5,058.40	7,192.00
	HOURLY	44.60	63.43		HOURLY	63.23	89.90
<b>42</b>	ANNUALLY	97,219.20	138,299.20	<b>49</b>	ANNUALLY	137,675.20	195,977.60
	BIWEEKLY	3,739.20	5,319.20		BIWEEKLY	5,295.20	7,537.60
	HOURLY	46.74	66.49		HOURLY	66.19	94.22
<b>43</b>	ANNUALLY	101,878.40	144,872.00	<b>50</b>	ANNUALLY	144,518.40	205,379.20
	BIWEEKLY	3,918.40	5,572.00		BIWEEKLY	5,558.40	7,899.20
	HOURLY	48.98	69.65		HOURLY	69.48	98.74
<b>44</b>	ANNUALLY	106,808.00	151,715.20	<b>51</b>	ANNUALLY	151,236.80	215,300.80
	BIWEEKLY	4,108.00	5,835.20		BIWEEKLY	5,816.80	8,280.80
	HOURLY	51.35	72.94		HOURLY	72.71	103.51

