

## Salary Increases of State Employees in Iowa

Fiscal Year	Merit Steps	Contractual (AFSCME)			Noncontract	
		Across the Board	Steps		Across the Board	Merit Steps
1997	6	2.5%	+ Step	(a)	2.5%	+ Merit
1998	6	3.0%	+ Step		3.0%	+ Merit
1999	6.0	3.0%	+ Step		3.0%	+ Merit
2000	6 to 7	0.0%	(b)	+ Step	3.0%	+ Merit
2001	7 to 8	2.6%	(c)	+ Step	3.0%	+ Merit
2002	8.0	3.0%		+ Step	3.0%	+ Merit (d)
2003	Min/Max (e)	3.0%	(f)	+ 4.0%	3.0%	+ Merit
2004	Min/Max	2.0%		+ 4.5%	2.0%	+ Merit
2005	Min/Max	2.0%	(g)	+ 4.5%	2.0%	(g) + Merit
2006	Min/Max (h)	0.0%		+ 4.5%	0.0%	(i) + Merit +4.0%
2007	Min/Max	2.0%		+4.5%	2.0%	+ Merit
2008	Min/Max	3.0%		+4.5%	3.0%	+ Merit
2009	Min/Max	3.0%		+4.5%	3.0%	+ Merit
2010	Min/Max	0.0%		+4.5%	0.0%	+ Merit
2011	Min/Max	3.0%	(j)	+4.5%	0.0%	None
2012	Min/Max	3.0%	(k)	+4.5%	3.0%	(k) + Merit
2013	Min/Max	3.0%	(l)	+4.5%	3.0%	(l) + Merit
2014	Min/Max	0.0%		+4.5%	0.0%	(m) + Merit
2015	Min/Max	0.0%		+4.5%	0.0%	(m) + Merit
2016	Min/Max	2.5%		+4.5%	2.5%	+ Merit
2017	Min/Max	3.5%	(n)	+4.5%	3.5%	(n) + Merit
2018	Min/Max	1.0%		+3.5%	1.0%	+3.5% (o)
2019	Min/Max	1.0%		+3.0%	1.0%	+3.0%

### Notes:

- (a) A one-time \$300 payment for full-time employees at the top step was provided in December 1996. Part-time employees at the top step received a one-time \$150 payment.
- (b) The number of steps was increased, but the minimum and maximums were retained.
- (c) The maximum was increased on average by 3.2% due to the addition of an eighth step.
- (d) Noncontract employees were assigned to Pay Plan 000 and ranges were matched to the AFSCME Pay Plan 014.
- (e) All AFSCME employees were assigned to Pay Plan 014 and maximums were increased by 4.0%.
- (f) Increase of 3.0% for FY 2003 was effective November 1, 2002.
- (g) Increase of 2.0% for FY 2005 was effective December 31, 2004.
- (h) The FY 2006 increase to the pay range maximum of 2.5% was effective April 1, 2006.
- (i) The FY 2006 merit plus 4.0% rate increase was set by the Governor for Executive Branch and noncontract employees.
- (j) Increase of 2.0% effective June 25, 2010, and 1.0% effective December 24, 2010.
- (k) Increase of 2.0% effective July 1, 2011, and 1.0% effective January 1, 2012.
- (l) Increase of 2.0% effective July 1, 2012, and 1.0% effective January 1, 2013.
- (m) Provides nonrecurring additional payments each pay period equal to 1.0% of the employees' beginning fiscal year biweekly base pay, starting with the pay periods that include July 1, and 2.0% starting with the pay periods that include January 1, for both FY 2014 and FY 2015.
- (n) Increase of 2.25% effective July 1, 2016, and 1.25% effective January 1, 2017.
- (o) An additional 1.0% merit available for satisfactory or better performance.