

CCC Board of Education – Topic Summary	
Topic:	Employee Cost of Living Adjustment and Benefits
Date:	June 17, 2026
Presenter:	Tim Cook
Division/Department:	President
RECOMMENDATION:	Approve Salary, Benefits, and Employment-related Adjustments for Administrator and Administrative Professional Employees, Effective July 1, 2026

BACKGROUND:

The salary scales for employees categorized as Administrator or Administrative Professionals are set annually by the CCC Board of Directors. Annual adjustments for Cost-of-Living Adjustments (COLA) are not automatic and require approval from the CCC Board of Directors.

Cost-of-Living Adjustments for the classified, associate faculty and full-time faculty employee groups are negotiated at the time the association collective bargaining agreements are approved. The indexing of pay scales for these groups of employees follow those association agreements annually. When there is a negotiated agreement with the labor associations the college will pay the negotiated expenses to the members based on the terms of the agreement.

Since 2018 the college has used the recommendation of an independent market study to index the updated pay scales for administrator and administrative professional employees to the CPI-U West Region rate published by the Bureau of Labor Statistics to keep the pay scales aligned with the market. The most recent forecast included CPI of 2.8% for salary and associated payroll taxes. Approving a one-time COLA for administrator and administrative professional employees at 2% represents a deviation from CPI increases which may potentially result in future increases to remain within competitive market salary scales.

The table below provides historical COLAs for non-represented and represented employee groups:

Employee Group	7/1/2022	7/1/2023	7/1/2024	7/1/2025	7/1/2026
Administrative	7.4%	4.5%	3.0%	2.9%	2.0%
Administrative Professional	7.4%	4.5%	3.0%	2.9%	2.0%
Full Time Classified	7.4%	4.5%	3.0%	2.9%	TBD
Full Time Faculty	6.0%	7.9%	4.4%	3.0%	TBD
Associate Faculty	4.5%	7.9%	4.4%	3.0%	TBD
* Included a 1-time signing bonus					
** capped at 4.5% but provides an additional 2% annually for three years for pay parity					
*** bumpers of 3%-4.5% with a 2% added for three years to achieve pay parity					

RECOMMENDATION:

The compensation for classified staff, associate faculty, and full-time faculty will be adjusted as per their

association contracts when ratified, and the following changes in compensation and insurance benefits are recommended for administrator and administrative professional employees for the period of July 1, 2026, through June 30, 2027.

Salaries:

Administrator and Administrative Professional salary schedule for 2026 - 27 will increase 2.0% effective July 1, 2026.

Health Care (College Contribution):

Administrator and Administrative Professional employees are offered coverage in four categories or "tiers:" 1. Employee only, 2. Employee plus Spouse/Partner (no child), 3. Employee plus Child/Children (no spouse), 4. Employee plus Family (child/children AND spouse/partner).

For 2026-27, the insurance coverage retains a cap on college contributions, but with an increase equivalent to full-time faculty increases for all tiers, effective October 1, 2026.

Step Movement:

Eligible employees will move one step on the salary schedule.

BUDGET IMPACT/SOURCE OF FUNDS:

Salaries and benefits for employees are paid out of general and other funds. The annual cost of living adjustment is part of the annual forecast preparations. The most recent forecast included CPI of 2.8% for salary and associated payroll taxes. The estimated costs for a 2.0% COLA impacts salary and associated payroll taxes for a total of \$237,000 in the General Fund.