



Collin College

Pay Systems Review

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August 26, 2025

Pay System Objectives

- **Recruit Employees**

- Competitive entry rates
- Competitive pay for experienced new hires

- **Pay for Job Value**

- Prevent overpayment or underpayment

- **Retain Employees**

- Advance pay to market rates
- Market-competitive pay increases

- **Control Costs**

- Salary plan and increases driven by budget

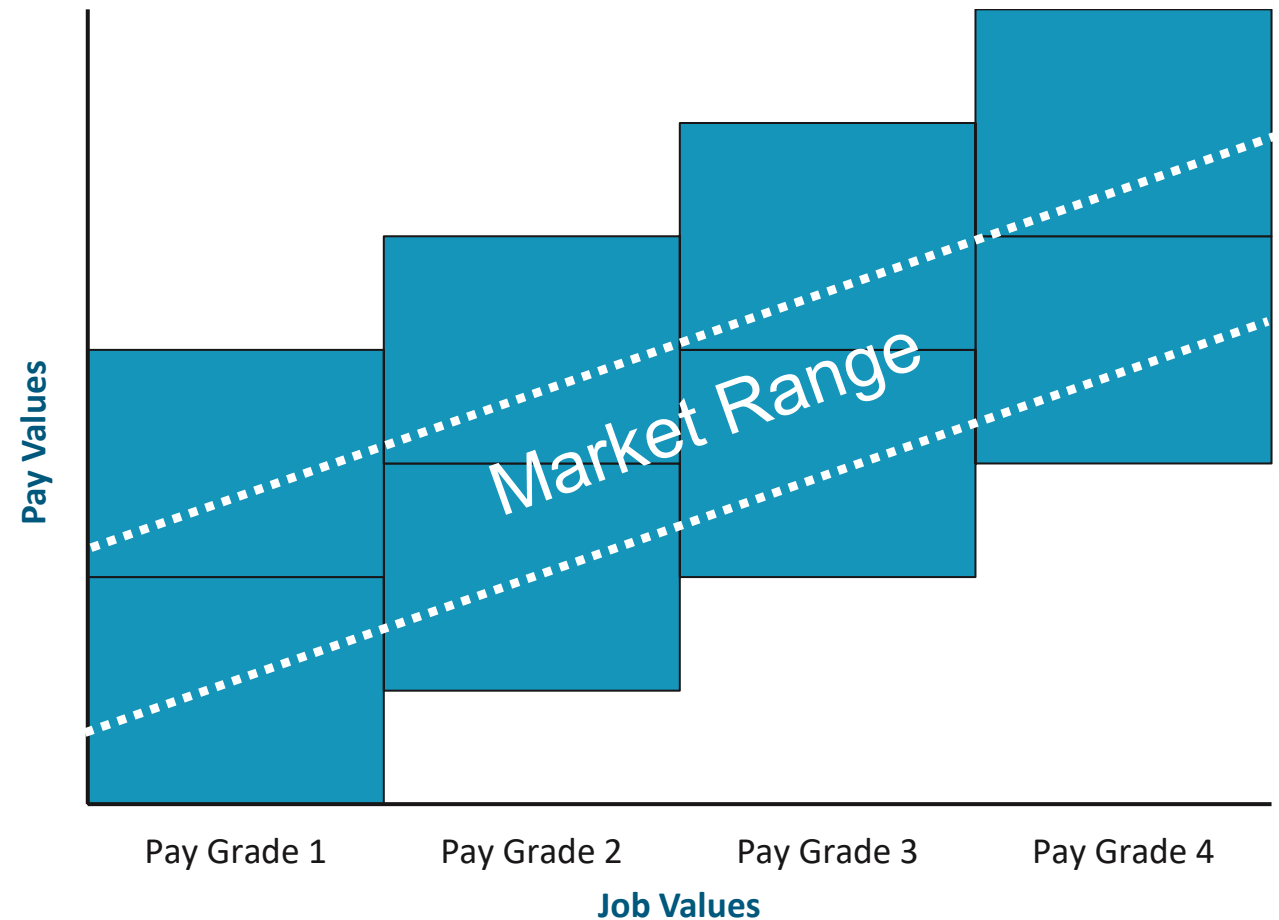
Pay System Controls

Pay Range Control Points

Maximum Rates —
maximum pay for job value

Midpoint Rates —
market target pay for job value

Minimum Rates —
lowest pay for job value



Market Pay Strategy

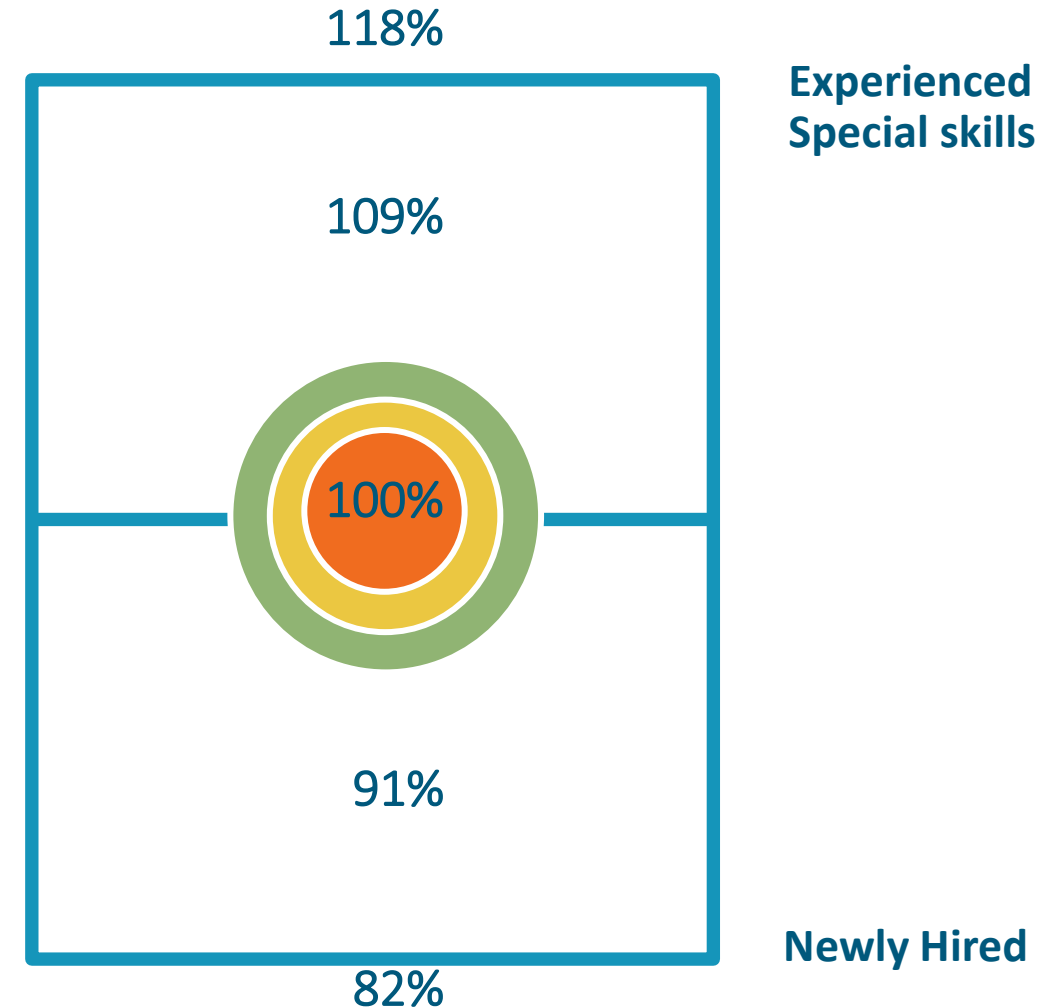
Midpoint rate is intentionally set:

- Market value
- District goals

Range parameters are set to limit employee pay variance from the target rate.

Goal is to pay employees near target rate.

Target rate is adjusted regularly.



Findings

Exempt Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Number of Benchmarks
Executive Administration	105%	100%	15
Administration	98%	94%	15
Professional - Business	100%	101%	19
Professional - Education	99%	101%	22
Technology – Exempt	97%	95%	16

Nonexempt Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Technology - Nonexempt	103%	101%	108%	5
Office	94%	98%	96%	24
Instructional Support	99%	102%	92%	8
Maintenance and Operations	101%	104%	106%	16

Turnover Data As of August 13, 2025

Turnover Rate (%) = Number of Terminations / Average Number of Employees (per category) * 100

Employee Type	(count)	Average # of employees per category	Percent Overall	Percent Resignation	Percent Retirement	Percent Involuntary
Administrator	8	120.5	6.64	4.15	1.66	0.83
Full-Time Faculty	16	520	3.08	2.5	0.58	0
Part-Time Faculty	193	1002.5	19.25	19.15	0.00	0.10
Full-Time Staff	102	946	10.78	8.67	0.74	1.37
Part-Time Staff	124	377.5	32.85	31.26	0.53	1.06
Part-Time Student	156	174	89.66	81.03	0	8.62
Total	599	3140.5				
Average Number of Employees = 2695						
Data Taken from Personnel Headcount - Collin						
Reporting Date: 08/13/2025						

Turnover Data Fiscal Year 2024

Turnover Rate (%) = Number of Terminations / Average Number of Employees (per category) * 100

Employee Type	Terminations (count)	Average # of employees per category	Percent Overall	Percent Resignation	Percent Retirement	Percent Involuntary
Administrator	7	125	5.60	3.20	0.80	1.60
Full-Time Faculty	27	507	5.33	3.94	0.59	0.79
Part-Time Faculty	130	971	13.39	12.77	0	0.62
Full-Time Staff	157	954	16.46	11.11	2.83	2.52
Part-Time Staff	130	365	35.62	33.70	0.27	1.64
Part-Time Student	184	137.5	133.82	125.82	0	8
Total	635	3059.5				
Average Number of Employees = 2584.5						
Data Taken from Personnel Headcount - Historical						

Turnover Data Fiscal Year 2023

Turnover Rate (%) = Number of Terminations / Average Number of Employees (per category) * 100

Employee Type	Terminations (count)	Average # of employees per category	Percent Overall	Percent Resignation	Percent Retirement	Percent Involuntary
Administrator	3	124.5	2.41	1.61	0.80	0
Full-Time Faculty	26	504.5	5.15	3.37	1.39	0.40
Part-Time Faculty	152	879	17.29	15.59	0.23	1.48
Full-Time Staff	110	945.5	11.63	8.78	1.06	1.80
Part-Time Staff	165	386.5	42.69	36.74	1.03	4.92
Part-Time Student	184	121.5	151.44	144.86	0	6.58
Total	640	2961.5				
Average Number of Employees = 2541.5						
Data Taken from Personnel Headcount - Historical						

Turnover Data Fiscal Year 2022

Turnover Rate (%) = Number of Terminations / Average Number of Employees (per category) * 100

Employee Type	Terminations (count)	Average # of employees per category	Percent Overall	Percent Resignation	Percent Retirement	Percent Involuntary
Administrator	7	124	5.65	3.23	1.61	0.81
Full-Time Faculty	25	489	5.11	2.86	1.02	1.23
Part-Time Faculty	159	829.5	19.17	17.12	0.72	1.33
Full-Time Staff	151	918.5	16.44	13.39	1.96	1.09
Part-Time Staff	225	365.5	61.56	60.19	0.27	1.09
Part-Time Student	138	97.5	141.54	130.26	0	11.28
Total	705	2824				
Average Number of Employees = 2431						
Data Taken from Personnel Headcount - Historical						

Recommendations

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Adopt the proposed pay structures to align with market

- Midpoints aligned with market
- Competitive starting salaries
- 4% GPI increase for all job groups

Recommendations

Provide adjustments to address market differences and maintain equity

- Adjustments to the faculty hiring schedule
- Increase to 1 percent above minimum
- Strategic adjustments
- Placement scale adjustments
- Position upgrade adjustments

Recommendations

- Adopt a market-based approach to pay planning.
- Annually review the college compensation plan and update as needed to maintain market competitiveness.

Cost – GPI & Recommended Adjustments (4.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Faculty	\$1,819,524	\$18,090	\$1,837,614
Administrators	\$1,824,559	\$758,611	\$2,583,170
Office and Support	\$632,653	\$335,337	\$967,990
Maintenance and Operations	\$373,443	\$185,744	\$559,187
Technology	\$343,826	\$188,552	\$532,378
Nonexempt Part-Time	\$572,133	\$62,572	\$634,705
Total	\$5,566,138	\$1,548,906	\$7,115,044
% of Current Costs	4.0%	1.1%	5.1%