

Collin County Community College District Board of Trustees

2016-8-5-1f

August 23, 2016

Neil Matkin
District President

TITLE: Approval of FY2016-2017 Salary Increases

DISCUSSION: Board Policy DEA(Local) establishes the following objectives for the college's compensation plan.

INTERNAL EQUITY: Establish pay relationships between jobs that are fair and equitable when compared to other jobs in the College;

EXTERNAL COMPETITIVENESS: Provide salary levels that are competitive and/or comparable with peer colleges and organizations in order to attract and retain well-qualified employees;

CONTINUITY AND FLEXIBILITY: Accommodate new jobs and changes in existing jobs, as well as adjust to changes in economic conditions and the job market; and

EFFECTIVE ADMINISTRATION: Establish clearly defined policies, procedures, and guidelines for salary budgeting and administration and ensure a clear understanding among all employees of the College about how the compensation program works.

ADMINISTRATION: The District President or designee shall administer and maintain compensation in accordance with this policy and the related procedures and guidelines for the College's compensation plan.

Based on these objectives, the Human Resources Department has considered the local CPI and completed a market analysis for faculty that included a review of salary surveys and peer data, and is recommending the following:

- A 4% General Pay Increase for all full-time faculty and staff.
- Appropriate adjustments for part-time staff compensation, not to exceed 4%.
- Faculty compression adjustments to resolve the incumbent faculty salaries that were out of sync following the year that no general pay increase was given and the years that starting salaries were increased to stay in line with market but, as a result, encroached on the existing faculty salaries.

- Salary range adjustments to maintain competitive salary structure and to hire and retain an outstanding faculty and staff.

**DISTRICT PRESIDENT'S
RECOMMENDATION:**

The District President recommends approval of a 4% General Pay Increase for all full-time faculty and staff, appropriate adjustments for part-time staff not to exceed 4%, and approved merit, market, equity, compression, and range adjustments.

SUGGESTED MOTION:

“Mr. Chairman, I make a motion that the Board of Trustees of Collin County Community College District approves a 4% General Pay Increase for all full-time faculty and staff, appropriate adjustments for part-time staff not to exceed 4%, and approved merit, market, equity, compression, and range adjustments.”