



Complete and submit this form, along with any supplemental documentation, to the Office of the President by 5:00pm on the seventh day prior to the Board meeting.

Date of Board Meeting: January 7, 2025

Subject: TASB HR Services Pay Systems Review

Recommendation: Approve TASB HR Pay Systems Review for FY 2026

Background and Rationale:

The TASB HR Services Pay Systems Review is a comprehensive, college wide, salary survey conducted by professional compensation consultants. It includes a thorough review and classification of job titles and pay ranges to ensure the College is aligned with the highly competitive job market to attract and retain quality staff. The Pay Systems Review process is comprised of five phases.

- Phase I – Data Collection and Preparation
- Phase II – Job Market Surveys
- Phase III – Build or Align Market-Competitive Pay Structures
- Phase IV – Develop Implementation Plan
- Phase V – Final Deliverables

Cost and Budgetary Support: \$20,000 Budgeted in FY 2025

Strategic Priority Alignment:

<input type="checkbox"/> Student Success	<input type="checkbox"/> Community Impact
<input checked="" type="checkbox"/> Resource Optimization	<input type="checkbox"/> Institutional Excellence

Resource Person(s): Rachel Bahnsen, Dean of Human Resources

Signatures:




 Originator 12/19/25
 Date



 Cabinet-Level Supervisor 12/19/25
 Date

President's Approval:



 President 12/19/25
 Date