

CCC Board of Education – Topic Summary	
Topic:	Employee Cost of Living Adjustment and Benefits
Date:	May 15, 2024
Presenter:	Tim Cook
Division/Department:	President
RECOMMENDATION:	Approve salary, benefits, and employment-related changes for employees, effective July 1, 2024, through June 30, 2025.

BACKGROUND:

Cost of living adjustments for the classified, associate faculty and full-time faculty employee groups are negotiated at the time the association agreements are approved. The indexing of pay scales for these groups of employees follow those association agreements annually.

As a result of a market study completed in 2018, the independent consultant recommended indexing the updated pay scales for administrative and confidential employees to the CPI-U West Region rate published by the Bureau of Labor Statistics in order to keep the pay scales aligned with the market.

The chart below summarizes the negotiated rates for association employees and for administrative and admin professional employees, for the past three years and the projected COLA for the upcoming fiscal year.

Employee Group	7/1/2021	7/1/2022	7/1/2023	7/1/2024
Classified	2.25%	7.4%	4.5% cap	3.0%
FTF	3.20%	6.0%**	7.9%	4.4%
CCAF	3.2% or 6.7%*	4.5% cap +2%***	7.9%	4.4% + 2%****
Admin Professional	1.20%	7.4%	4.5% cap	3.0%
Administrative	1.20%	7.4%	4.5% cap	3.0%

* +3.2% for levels 1-4, 6.7% for level 5

** includes a 1.8% one-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, part-time faculty, and full-time faculty will be adjusted as per their association contracts, and the following changes in compensation and insurance benefits are recommended for administrative and confidential employees for the period of July 1, 2024, through June 30, 2025:

Salaries:

For 2024/25, the salary schedule will increase 3.0% effective July 1, 2024.

Health Care (College Contribution):

Administrative and confidential 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 2024/25, 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, 2024.

Step Movement:

Eligible employees will move one step on the salary schedule.

BUDGET IMPACT/SOURCE OF FUNDS:

Salaries and benefits for employees are paid for out of general and other funds. These annual increases are accounted for in the FY 2024/25 budget at the 3.0% rate.