

Collin County Community College District Board of Trustees

2017-8-4-1e

August 22, 2017

Resource: Neil Matkin
District President

AGENDA ITEM: Approval for FY2017-2018 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 Consumer Price Index (CPI) for the last year and completed a review of benchmark staff positions that included a review of salary surveys and peer data, and is recommending the following increases for 2017-2018:

- A 3.5% General Pay Increase (GPI) for all full-time faculty and staff.
- An adjustment of 3.5% that does not add to base salary for employees at the maximum of the salary range and a combination of GPI and non-base salary adjustments of 3.5% for employees near the maximum of the salary range.
- Increases to the pay rates of associate faculty and part-time staff of 3.5%.

- At this time, it is recommended that the pay rates for part-time continuing education instructors and student employees remain at the current rate. We continue to study market and peer data to ensure Collin College remains in a competitive position.

**DISTRICT PRESIDENT'S
RECOMMENDATION:**

The District President recommends approval of a 3.5% General Pay Increase (GPI) for all full-time faculty and staff; an adjustment of 3.5% that does not add to base salary for employees at the maximum of the salary range and a combination of GPI and non-base salary adjustments of 3.5% for employees near the maximum of the salary range; and increases to the pay rates of associate faculty and part-time staff of approximately 3.5%. At this time, it is recommended that the pay rates for part-time continuing education instructors and student employees remain at the current rate. The college continues to study market and peer data to ensure Collin College remains in a competitive position.

SUGGESTED MOTION:

“Mr. Chairman, I make a motion that the Board of Trustees of Collin County Community College District approve a 3.5% General Pay Increase (GPI) for all full-time faculty and staff; an adjustment of 3.5% that does not add to base salary for employees at the maximum of the salary range and a combination of GPI and non-base salary adjustments of 3.5% for employees near the maximum of the salary range; and increases to the pay rates of associate faculty and part-time staff of 3.5%. At this time, it is recommended that the pay rates for part-time continuing education instructors and student employees remain at the current rate. The college will continue to study market and peer data to ensure it remains in a competitive position.”