

Collin County Community College District Board of Trustees

2023-08-2-8

August 22, 2023

Resource: Dr. Neil Matkin
District President
Dr. Jennifer DuPlessis
Chief Human Resources Officer

AGENDA ITEM: Consideration of Approval for FY2023-2024 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.

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 as well as other market factors that can influence the College's ability to recruit and retain excellent faculty and staff, including review of peer and local market data, with a focus on staff compensation this year. You may note that while this was

a year in which the market assessment was to focus on staff, an adjustment to beginning faculty rates is also recommended following an internal review of market faculty compensation.

As a result of this review, the following increases for 2023-2024 are recommended:

- Increase base salary by 5% through a General Pay Increase (GPI) for full-time faculty, full-time staff, and full-time administrators.
- Increase the new hire faculty salary schedule bases by 4%.
- Increase new hire staff pay grade ranges by 4% to address market lag as identified by the external compensation assessment and make any correlating market adjustments to existing staff as needed.
- Increase part-time staff and adjunct faculty pay rates by 3% based on peer college comparison data.

The total budget impact of the above changes has been included in the proposed budget for FY2023-2024 at \$7.505 million.

**DISTRICT PRESIDENT'S
RECOMMENDATION:**

The District President recommends approval of a 5% General Pay Increase (GPI) for full-time faculty, full-time staff, and administrators; a 4% increase to the new hire faculty salary schedule; an increase to new hire staff pay grade ranges of 4% and any correlating market adjustments to existing staff as needed; and an increase to the pay rates for part-time staff and adjunct faculty of 3%.

SUGGESTED MOTION:

“Mr. Chairman, I make a motion that the Board of Trustees of Collin County Community College District approves the pay increases as recommended.”