

**Board of Trustees
Barton Community College**

November 13, 2018 Board Study Session

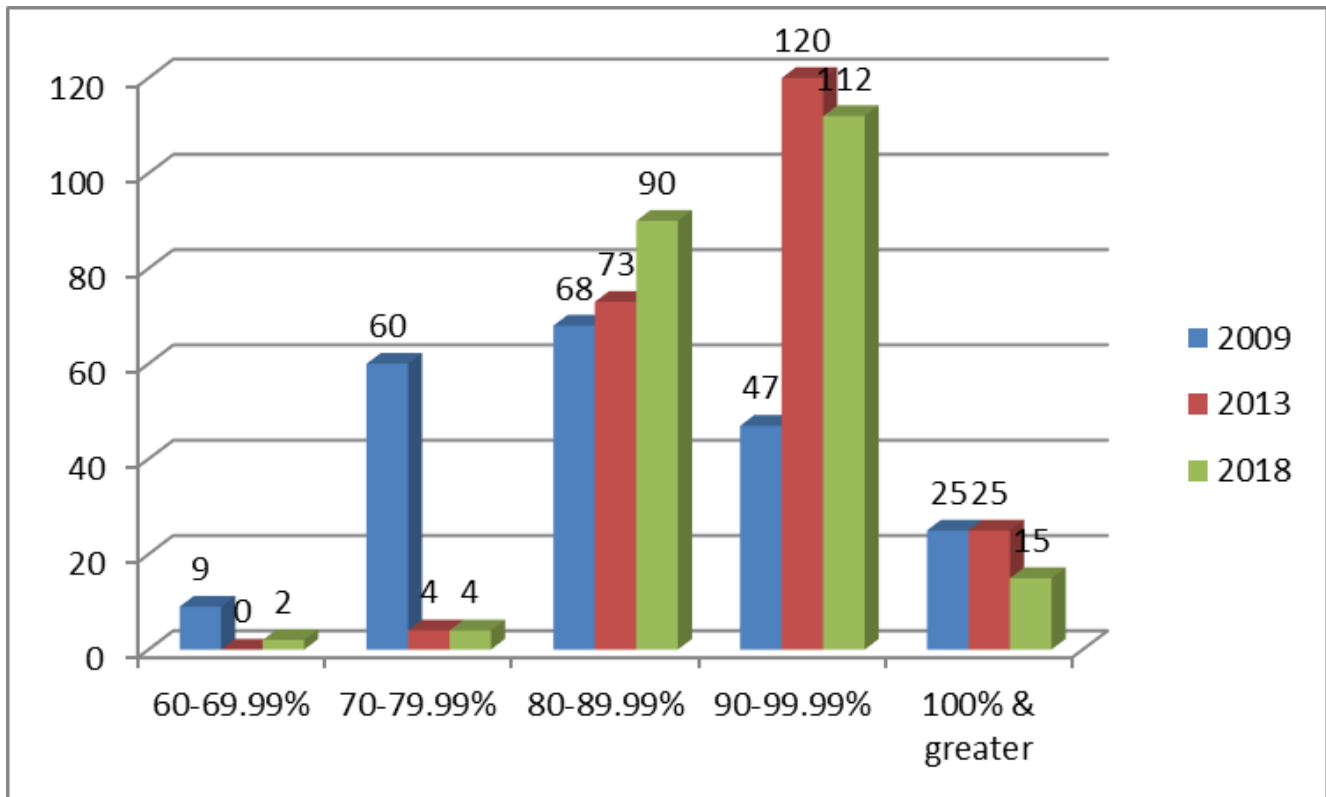
When the FY19 Budget was approved, the Board requested that information relating to the possibility of a mid-year increase be presented. Below are a number of options for the Board's consideration:

History:

- FY11, the Board provided a flat increase of \$1,000. Half of this amount was paid in December and the other half was paid in June. The flat increase was a one-time payment and did not add to the employee's base salary. Criteria was established for the distribution of the funds.
- Full time faculty's starting salary is based on the Faculty salary schedule. Once their initial salary has been determined (based on experience, degree, etc.), then the faculty member's increase from that point on is the percentage that the Board of Trustees approves (i.e.: 2%, 3%, etc.). The starting Faculty salary schedule is also adjusted up every time the Board provides an increase.
- Full time staff's wage level (salary/hourly) is based on the Compease system. Currently, years of service and performance are not factored into the system and the increase is applied based on the employee's Comparatio (distance below or above midpoint). For an employee that is below midpoint, their % increase will be higher. For an employee above midpoint, their % increase will be smaller.

This has created some concern among staff as those staff members with longer years of service typically see much smaller increases than those staff that have recently been hired. A staff member with above average performance, and more years of service, could theoretically receive a much smaller % increase than a new employee.

The graph below shows the number of employees that fall within each Comparatio range for the three years provided.



When the College purchased the Compease system, the intent of the Board was to get all staff employees to mid-point within 5 years. As you can see by the numbers provided, Barton made good progress between 2009 to 2013, but since then the cost of living changes to Compease have outpaced the wage changes. For the most part, our staff are further away from mid-point then they were in 2013.

Possible Options:

- A. One time increase to be distributed on the January paycheck. A \$500 one-time payment would equate to approximately \$160,000. This would not be applied to the base salary for Faculty or Staff. This is an example and the amount could be adjusted at the discretion of the Board.
- B. Percentage increase to become effective January 1st. This would apply to the base salary for both Faculty and Staff. Since the increase is for 1/2 of the year the annual amount that would apply to this budget year would only be a half. Next year, the full annual amount would apply to the budget.

Percent Increase	Full Budget Year	Amount Applied to FY19
0.5%	\$64,200	\$32,100
1.0%	\$128,400	\$64,200
1.5%	\$192,600	\$96,300
2.0%	\$256,800	\$128,400