AGENDA ITEM #IV-B-2  
JUNE 17, 2014  
HIGHLAND COMMUNITY COLLEGE BOARD  

APPROVAL OF SALARY INCREASES FOR  
ADMINISTRATIVE, PROFESSIONAL AND  
CLASSIFIED NON-UNION STAFF  

RECOMMENDATION OF THE PRESIDENT: It is recommended that the Highland Community College Board of Trustees approves an FY’15 salary increase for eligible administrative, professional and classified non-union staff in an amount that is the greater of 2.5% of an individual’s FY’14 pay rate or $1,000 (.48 cents per hour) effective with the first payroll in July 2014.

BACKGROUND: This salary increase reflects the conservative budget guidelines projected for this fiscal year. The recommended salary increase for administrative, professional, and classified non-union employees represents a majority of the increase in the employee portion of the cost of the family medical insurance premium from FY’14 to FY’15. The recommended increase will be added to each eligible administrative, professional, and classified non-union staff member’s salary.

As in previous years, the proposed increase for grant-funded positions is dependent upon the availability of funds from each grant to implement this recommended increase. This recommendation adheres to the Board of Trustees’ compensation philosophy approved at the May 2006 Board meeting.