

**Sauk Valley Community College
December 16, 2019**

Action Item 4.3

Topic: **FY 2021 Staff Salary Adjustments**

Strategic Direction: **College Health Metric 5 – Human Resources: The College hires qualified employees and provides adequate benefits to attract and retain staff.**

Presented By: **Dr. David Hellmich and Kent Sorenson**

Presentation:

The College implemented its salary schedule for staff effective August 12, 2019, for pay earned during Fiscal Year 2020. The staff salary schedule includes 14 steps: Steps 1 through 8 receive a 2.5% merit raise for each next step advanced; and steps 9 through 14 receive a 1% merit raise for each step advanced. Additionally, to ensure the College continues to retain quality employees and remains competitive in the employment market, the salary schedule can be adjusted to reflect cost of living or employment adjustments. It is common practice to adjust salary schedules annually.

Employees with a hire date before 1/1/2020 who receive a satisfactory performance review during the Spring in 2020 will be eligible for step increases effective July 1, 2020.

Recommendation:

The administration recommends the Board approve step increases for eligible staff effective July 1, 2020. Additionally, the administration recommends the Board approve a 2% cost-of-living adjustment for the staff salary schedule effective July 1, 2020.