

Sauk Valley Community College
April 24, 2023

Action Item 6.3

Topic: **FY 2024 Staff Salary Increases**

Mission: **Sauk Valley Community College is dedicated to teaching and scholarship while engaging the community in lifelong learning, public service, and economic development.**

Presented by: **Dr. David Hellmich, Kent Sorenson, and Kathryn Snow**

Presentation:

The College implemented a salary schedule for staff in 2019, which has fourteen steps: steps 1 through 8 receive a 2.5% merit increase for each next step advanced and steps 9 through 14 receive a 1% merit increase 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 1/1/2023 who receive a satisfactory performance review during the Spring 2023 evaluation process will be eligible for step increases for FY 2024 effective June 26, 2023. Due to minimum wages increases and cost-of-living increases, administration is recommending employees who currently earn less than \$16.00 per hour receive a 6% increase, which is due to SURS wage increase limitations. The 6% increase will assist SVCC in retaining and attracting employees.

Recommendation:

The administration recommends the Board approve, effective June 26, 2023, the following: step increases for eligible staff and a 1.5% cost-of-living adjustment to the FY 2024 salary schedule; and a 6% increase for employees who currently earn less than \$16.00 per hour.



FY2024 - 1.5% added to control point

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
GRADE	80.0%	82.5%	85.0%	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	101.0%	102.0%	103.0%	104.0%	105.0%
	Min.								C/P					Max.
S	\$52.62	\$54.26	\$55.91	\$57.55	\$59.20	\$60.84	\$62.48	\$64.13	\$65.77	\$66.43	\$67.09	\$67.75	\$68.40	\$69.06
R	\$49.00	\$50.53	\$52.06	\$53.59	\$55.12	\$56.65	\$58.18	\$59.71	\$61.25	\$61.86	\$62.47	\$63.08	\$63.70	\$64.31
Q	\$46.10	\$47.54	\$48.98	\$50.42	\$51.86	\$53.31	\$54.75	\$56.19	\$57.63	\$58.20	\$58.78	\$59.36	\$59.93	\$60.51
P	\$43.20	\$44.55	\$45.90	\$47.25	\$48.60	\$49.95	\$51.30	\$52.65	\$54.00	\$54.54	\$55.08	\$55.62	\$56.16	\$56.70
O	\$40.30	\$41.56	\$42.82	\$44.08	\$45.34	\$46.60	\$47.86	\$49.12	\$50.38	\$50.88	\$51.38	\$51.89	\$52.39	\$52.90
N	\$37.41	\$38.58	\$39.75	\$40.92	\$42.09	\$43.26	\$44.42	\$45.59	\$46.76	\$47.23	\$47.70	\$48.17	\$48.63	\$49.10
M	\$34.52	\$35.59	\$36.67	\$37.75	\$38.83	\$39.91	\$40.99	\$42.07	\$43.14	\$43.58	\$44.01	\$44.44	\$44.87	\$45.30
L	\$31.61	\$32.60	\$33.59	\$34.58	\$35.56	\$36.55	\$37.54	\$38.53	\$39.52	\$39.91	\$40.31	\$40.70	\$41.10	\$41.49
K	\$28.72	\$29.62	\$30.51	\$31.41	\$32.31	\$33.21	\$34.10	\$35.00	\$35.90	\$36.26	\$36.62	\$36.98	\$37.33	\$37.69
J	\$25.82	\$26.63	\$27.44	\$28.25	\$29.05	\$29.86	\$30.67	\$31.47	\$32.28	\$32.60	\$32.93	\$33.25	\$33.57	\$33.89
I	\$22.93	\$23.65	\$24.36	\$25.08	\$25.80	\$26.51	\$27.23	\$27.95	\$28.66	\$28.95	\$29.24	\$29.52	\$29.81	\$30.10
H	\$20.03	\$20.65	\$21.28	\$21.90	\$22.53	\$23.16	\$23.78	\$24.41	\$25.03	\$25.28	\$25.53	\$25.78	\$26.03	\$26.29
G	\$17.13	\$17.67	\$18.20	\$18.74	\$19.27	\$19.81	\$20.35	\$20.88	\$21.42	\$21.63	\$21.84	\$22.06	\$22.27	\$22.49
F	\$14.96	\$15.42	\$15.89	\$16.36	\$16.83	\$17.29	\$17.76	\$18.23	\$18.70	\$18.88	\$19.07	\$19.26	\$19.44	\$19.63
E			\$14.36	\$14.79	\$15.21	\$15.63	\$16.05	\$16.48	\$16.90	\$17.07	\$17.24	\$17.41	\$17.57	\$17.74