

28505
ADOPTED - BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
FEBRUARY 7, 2008

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO.508
County of Cook and State of Illinois

RESOLUTION

**ADOPT SALARY STUDY RESULTS AND PROPOSED SALARY STRUCTURE FOR
NON-BARGAINED-FOR EMPLOYEES**

WHEREAS, the City Colleges of Chicago (CCC) retained the services of Human Resources Management Partners (HRMP) to review the competitiveness of the non-bargained-for salary structure and provide recommendations for changes; and

WHEREAS, the HRMP completed a market assessment, structure analysis and financial analysis with consultation, input and agreement of the Office of Human Resources and Staff Development, and the final report was reviewed and approved by the Officers of the District;

WHEREAS, the study met the following objectives:

- Analyzed market competitiveness of CCC benchmark jobs covered under the non-bargained-for salary schedule;
- Developed and recommended a salary structure change with minimum, mid-point and maximum pay ranges as a result of market place findings;
- Recommended district-wide policies to achieve consistency in salary offers and developed mechanisms to avoid salary compression;
- Recommended that the salaries of employees not at the minimum of the new salary scales be adjusted to the minimum;
- Recommended that employee salaries be adjusted based on tenure within their current positions and a performance evaluation of Superior, Excellent or Competent; and
- Recommended a plan for implementing results of the market study;

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees hereby approves the implementation of the salary survey results developed by HRMP along with the recommended salary structure and policy recommendations for non-bargained-for positions, and that

- Non-Bargained-for employees earning \$75,000 or less, meeting the performance criteria above receive the recommended salary adjustment effective February 17, 2008 and;
- Non-Bargained-For employees earning over \$75,000 and meeting the above performance criteria receive the recommended salary adjustment effective January 1, 2009.

Respectfully submitted,

Wayne D. Watson
Chancellor

February 7, 2008