

**AGENDA ITEM #IV-B-1
DECEMBER 1, 2010
HIGHLAND COMMUNITY COLLEGE BOARD**

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

RECOMMENDATION OF THE PRESIDENT: It is recommended that the Highland Community College Board of Trustees approve a FY'11 salary increase for eligible administrative, professional and non-union classified staff of up to 1.5% retroactive to July 1, 2010.

BACKGROUND: These salary increases fall within the conservative budget guidelines projected for this fiscal year. The recommended salary increases for administrative, professional, and non-union classified employees are the same as the agreed upon increases for faculty employees. Employee salary and benefits are projected to comprise a majority of the College budget, or about 74% of total expenditures. 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.

BOARD ACTION: _____