

Staff Council Minutes

September 12th, 2019

Members present: Pam Madden, Jason Norman, Jenna Welch, Melissa Bates, Cheryl Jones, Ernesto Olmos, Leslie Hinojosa, Keith Gamblin, Richard Stephenson, Andrew Flores, and Sami Landers.

- I. Fellowship
- II. Welcome
 - a. We now have representation from every campus
 - b. Welcomed new members
 - c. SECC United Way campaign updates
 - i. If you still want to donate contact Pam
 - ii. Chili cook off later this fall on East Campus
- III. President Russell Lowery-Hart
 - a. No updates
- IV. Cheryl Jones – Proposed compensation/paygrade structure
 - a. Non-Faculty Positions only
 - b. Develop a compensation philosophy
 - i. Explained an employees' "journey to market" where an entry level employee would reach market value around 8 – 10 years of experience
 - ii. Evaluate other Associate level colleges in the U.S. to determine "competition"
 - c. Proposed policy:
 - i. The College District aspires to provide equitable and competitive compensation for all faculty, staff and employees
 - ii. Job classifications based on job information, internal comparisons, and market analysis
 - iii. The pay system will include a salary structure, salary range adjustment, and individual pay determination
 - d. Will be a collaborative process with supervisors in departments
 - e. Recommending one pay grade structure
 - f. Several external data sources to pull from, along with internal comparisons and internal equity analyses
 - g. Discussion
 - i. Q & A
 - ii. Cornerstone
 - iii. Proposed changes to the evaluation and merit raise schedule
- V. Other announcements