

Staff Salary Recommendation for 2012/13

The Compensation Committee recommends an increase of 2.34% for the staff salary pool this year, commensurate with the faculty salary pool recommendation and taking into account market projections for staff.

After we know the approved size of the pool, we will recommend how to split it between categories such as cost of living, merit (not added to base), market gap, benefit changes (as specified below), etc.

The first paragraph of the CC compensation philosophy states: *Colorado College designs its compensation packages to attract highly qualified faculty and staff, to retain them by linking quality of work to rate of pay and advancement through a career, to enhance employee well-being and satisfaction, and to enable timely, secure retirement.*

We developed this recommendation in the spirit of matching our actions with our core values and emphasis on community. We'd like to take care of the lowest paid staff at Colorado College first, while still leaving room to recognize meritorious performance and address other compensation issues such as market gap. Furthermore, as a result of the reductions in 2009-10, a fewer number of staff have taken on a larger workload, a situation which deserves consideration.

Special note on new benefits

We would prefer that the following two recommendations be considered part of the cost of benefits rather than a salary item, but the Committee feels strongly enough that we are willing to include these as part of our salary proposal in order to encourage their consideration and adoption. The combined cost is anticipated to be \$50,000 annually, or roughly 0.14% of the combined faculty-staff salary pool.

- a. We recommend that vacation leave be offered on a pro-rated basis to all less-than-12-month full-time non-exempt staff; and
- b. We recommend that the College offer grossing-up pay to employees who claim same-sex partners, to redress discrimination under current federal tax law.

The 2010-11 Compensation Committee recommended both proposals, and this year is yet again unanimous in asserting that both address a moral statement that we would like the College to make.

Context on the job market for staff

Mountain States Employers Council (MSEC) has projected the following average salary increases for different regions of Colorado:

- Southern Colorado (as defined by MSEC) – 2.0%
- Colorado (as a whole) – 2.2%
- Denver Area – 2.4%

World at Work has projected an average salary increase between 2.8% and 3.0% in Colorado. CC faculty are proposing a 2.34% increase this year for the faculty salary pool in order to meet the median of their peer institutions, with an alternative proposal of 2% if it is required to meet budget parameters – we strongly believe it is important for staff and faculty compensation pools to be increased by the same amount in order for the raise to feel equitable to all employees.

Respectfully submitted by the staff members of the 2011-12 Compensation Committee:
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