

## **Section 13.2 – Wages**

A. The Salary Schedule set out at the end of this Article shall apply to all bargaining unit employees.

B. All newly-hired employees will be paid no less than the minimum rate for their pay grade. New employees may be paid up to four steps above the minimum, based on education and prior relevant experience, with prior approval of the appropriate Cabinet Member. Whether the education and prior relevant experience justifies pay above minimum will be determined by the Human Resources Department Under extraordinary circumstances, when qualified employees cannot be found because of inability to meet market salaries, the College President may authorize additional compensation.

C. Nothing set forth in this Article is intended, nor shall it cause, a decrease in the salary currently being paid to any employee.

D. In the event the Board decides to initiate a salary study the parties will establish a Joint Committee. This committee will have two (2) co-chairs, one appointed by the Union, one appointed by the Board. The committee will include an equal number of College and Union-appointed members.

E. Staff employees will receive a 3% increase to their salary retroactive to January 3, 2024.

F. Effective July 1, 2024, the salary scales will be updated and job titles will be realigned with new paygrades as recommended by the Newport study for full-time staff. Staff who remain in the same pay grade or pay grade equivalent on the updated grade schedule will be placed one step higher than their current step. Staff

whose grade is increasing will be placed at their current step. Staff must be employed before February 1, 2024 to receive the step.

G.

~~H. Employees will receive a pay increase that is the equivalent of one step on the staff salary schedule effective July 3, 2023. To be eligible, employees must have been employed at the College in a full-time role on or before December 31, 2022. In addition, they must be employed in a full-time staff role continuously from December 31, 2022 until the date that the increases are paid. To be eligible for the increase, employees must have a satisfactory performance evaluation. ¶~~

~~I. Eligible employees will receive a pay increase that is the equivalent of one step on the staff salary schedule effective July 3, 2023. To be eligible, employees must have been employed at the College in a full-time role on or before December 31, 2020. In addition, they must be employed in a full-time staff role continuously from December 31, 2020 until the date that the increases are paid. To be eligible for the increase, employees must have a satisfactory performance evaluation. ¶~~

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J. Employees who, after gaining one or two steps as outlined above, are not on an actual step on the salary scale will be rounded up to the nearest step. ¶~~

~~K. The increases identified in E and F and G above are subject to the Governor signing the 2023~~4~~-2024~~5~~ budget as currently expected as well as the HCC Board of Trustees' approval of the proposed budget.~~

L. Employees whose positions are funded in whole or in part by a grant will

receive an increase to the extent an increase is provided in and funded by the grant and as otherwise provided by this Agreement. College employees applying for grant extensions will be encouraged to include sufficient funds in the grant for anticipated future wage increases.

M. If unsatisfactory evaluations reach a level of 5% or more of the bargaining units, the parties agree to meet and discuss factors relating to the increase.