



# HR Task Force Recommendations

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2023-2024 Budget

# Committee Members

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- Stephen Benson, VP Finance and Administration (Chair)
  - Mike Campenni, Professor
  - Laura Crapps, Project Director
  - Elaine Fagner, Professor
  - Kim Henderson, Sr. Administrative Assistant
  - Valerie Jimenez, Sr. Administrative Assistant
  - Missy Kittner, Chief Human Resources Officer (Co-Chair)
  - Brenda Price, Sr. Executive Assistant
  - Jan Robertson, Professor
  - Jodi Tindell, Director of Purchasing & Auxiliary Services
  - Stephanie Trammell, Associate Director of Educational Partnerships
  - Laura Wichman, Chief Research & Effectiveness Officer
  - Arthur Wilson, PC Specialist
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## Recommendation

### Part-time, Overload, Summer Salary Schedule



- The current schedule for paying part-time, overloads, and summer salaries for faculty does not have consistent education levels with the full-time salary schedule.
- Add 8 educational levels.



# Recommendation

## Staff Educational Recognition



- One-time payment in **October 2023** for degrees completed during the prior academic year.
  - ✓ GED - \$250
  - ✓ Associate - \$500
  - ✓ Bachelor - \$1,000
  - ✓ Master - \$2,000
  - ✓ Doctoral - \$3,000
- First year - retroactive for current staff who have completed degrees.



# Recommendation

## Staff Longevity Payment



- Annual payment at the end of each calendar year (December 2023) that is based on the number of months employed full-time. Not added to base salary.
- 2023-2024 budget includes payments that equal \$5 per month.
- Examples:

Years	Payment
5 years / 60 months	\$300
10 years / 120 months	\$600
15 years / 180 months	\$900
20 years / 240 months	\$1,200



## Recommendation

### Faculty Annual Increment Changes



- Make annual increment pay for steps 21-30 fully funded and consistent with the other steps.
- Drop the annual increment cap for the Doctoral level.
- Annual longevity payment for faculty who are capped at all levels of the schedule.

