



Compensation Strategies

All Employee Representative Council

April 16, 2021

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PimaCommunityCollege

Considerations

- Fiscal Year 2022 revenue and expenditure projections
 - A 1.0% increase in salaries and wages = \$1.1M
 - A 1.0% increase to the adjunct faculty load rate = \$200K
 - Annual analysis of faculty salaries under Step 6 = +\$42K
 - Employee benefits costs = +\$2.1M (College to absorb)
 - [Additional contribution to fund the liability for the Public Safety Personnel Retirement System](#)
 - [Improvements to short-term disability program](#)
 - [Increase in medical/pharmaceutical costs](#)
- Ongoing classification and compensation study
 - Funds allocated to implement results of study: \$4.0M
 - Market analysis



Additional Considerations

- Inflation
- Feedback from the Governing Board to prioritize compensation
- Survey of the Arizona Community College Business Officials Council
- Employee suggestions
 - [Student loan repayment assistance/tuition assistance benefit](#)
 - Proportional increases to salaries/wages
 - Stipends for work from home costs



/// Keep striving.



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