

APPROVED MINUTES

COCHISE COUNTY COMMUNITY COLLEGE DISTRICT GOVERNING BOARD WORK SESSION

Tuesday, October 5, 2021
Sierra Vista Campus
Governing Board Room 301
Work Session
5:00 p.m.

1. GENERAL FUNCTIONS

1.01 Call to Order

Mr. Hudgins called the meeting to order at 5:00 p.m.

Board Members Present:

Mr. David DiPeso
Mr. Don Hudgins
Mr. Dennis Nelson
Mr. Tim Quinn
Mrs. Jane Strain

2. NEW BUSINESS

2.01 Impact of the 2022 Minimum Wage

Dr. Rottweiler reported that the new 2022 minimum wage will increase from \$12.15 to \$12.80 a 5.35% increase, effective January 1, 2022. The increase exceeds the college's budgeted amount of \$12.35. To adjust the budget for a mid-year salary adjustment, the administration will need to request approval from the Governing Board. Along with adjusting the budget for the new minimum wage, the administration presented options for the board's consideration and deliberation as they provided guidance in regards to addressing inflation, compression/internal equity, and sustainability.

Dr. Davis presented the required adjustment that is needed to increase the non-exempt employees to the new minimum wage amount of \$12.80, along with four options to discuss that addresses the new minimum wage and compression matters.

Required by PROP 206:

- Exempt Employees – No increase needed
- Non-Exempt – 1.70% needed to bring them to \$12.80 will cost \$97,976
- Total increase with benefits - \$118,796
- FY22 Half-year impact - \$59,398

Option A:

- Exempt Employees – 1.60% will cost \$303,007
- Non-Exempt – 3.20% will cost \$184,426
- Total increase with benefits - \$591,021
- FY22 Half-year impact - \$295,506

Option B:

- Exempt Employees – 3.20% will cost \$606,014
- Non-Exempt – 3.20% will cost \$184,426

- Total increase with benefits - \$958,408
- FY22 Half-year impact - \$479,204

Option C:

- Exempt Employees – 2.625% will cost \$497,121
- Non-Exempt – 5.25% will cost \$302,573
- Total increase with benefits - \$969,629
- FY22 Half-year impact - \$484,815

Option D:

- Exempt Employees – 5.25% will cost \$994,242
- Non-Exempt – 5.25% will cost \$302,573
- Total increase with benefits - \$1,572,389
- FY22 Half-year impact - \$786,194

Options A & B:

- Students at new minimum wage - \$12.80
- Classified Staff - \$13.00
- Professional Staff - \$14.66

Options C & D:

- Students at new minimum wage - \$12.80
- Classified Staff - \$13.25
- Professional Staff - \$14.96

The administration shared the Consumer Price Index Data and noted that the college needs to plan ahead for next year's inflation rate. If the August 2022 inflation is 3% then the January 2023 new minimum wage will be \$13.20; if it is 5.25% then it will be \$13.50 and if it is 7.50% then the new minimum wage will be \$13.75. This information will need to be considered when discussing the compensation/compression options.

Following discussions with each board member expressing their thoughts regarding each proposed option, the administration will use the information and prepare a proposed mid-year compensation adjustment that is based on something between options B and C and present it to the board for consideration and approval during the November Governing Board meeting.

3. ADJOURNMENT

Mr. Hudgins adjourned the meeting at 5:35 p.m.

Respectfully Submitted:

Crystal Wheeler, Executive Assistant Office of the President

Mr. Dennis Nelson, Secretary of the Governing Board