

SEIU FPSU - HCC: Union Proposal 8/4/2025

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.~~ Effective July 1, 2025, the staff salary scale will be increased by 7%. All employees hired before July 1, 2025 will receive the 7% salary increase. Employees hired on or after July 1, 2025 will be rounded up to the step nearest their current salary. All employees must make at least the minimum of their pay grade.

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. The increases identified in E and F and G above are subject to the Governor signing the 2024-2025 budget as currently expected as well as the HCC Board of Trustees' approval of the proposed budget.~~

H. 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.

I. G 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.