

**CENTRAL COMMUNITY COLLEGE
WORKSHEET FOR FULL-TIME
SALARY AND CLASSIFIED
WAGES AND BENEFITS
FY 2023-2024**

The wage and benefit recommendation for FY 2023-24 follows:

A. Full time classified and contracted employees retained for the 2023-24 year will be eligible to receive a wage increase. An amount up to the equivalent of 3.0% of total wages will be set aside for compensation.

B. Employees hired after April 1, 2023 or salaried employees who exceed the current maximum rate for their grade will not be eligible for an increase. Salaried employees who will exceed the maximum rate as a result of the increase will be adjusted to the maximum rate. Hourly employees who have exceed their maximum rate for their grade will still be eligible for an increase of 1.5% of their current rate.

C. Employees eligible to receive additional vacation days due to longevity may have the opportunity to get those additional days cashed out on the month after their anniversary month.

D. Health & Dental insurance premiums are estimated to increase 6.87% over the next year. This equates to an increase of approximately \$621,347.

E. Salary and Classified staff will have vision insurance included into their benefits package. The costs will be approximately \$53,000 / fiscal year.

F. Retirement match for all full-time staff is increased from 8.5% to 9%. If all full-time staff take the increase the cost will be approximately \$93,339.00 / fiscal year.

G. All other benefits will remain in place without change.