

**Sauk Valley Community College
April 21, 2025**

Action Item 6.4

Topic: **FY26 Staff Increases**

Mission: **Sauk Valley Community College is dedicated to teaching and scholarship while engaging the community in lifelong learning, public service, and economic development.**

Presented By: **Dr. David Hellmich and Kathryn Snow**

Presentation:

The College implemented a salary schedule for staff in 2019, which consists of fourteen steps. Steps 1 through 8 receive a 2.5% merit increase for each step advanced, while steps 9 through 14 receive a 1% merit increase per step. To ensure the College remains competitive in the employment market and continues to retain high-quality employees, the salary schedule may be adjusted annually to reflect market-based employment conditions and economic trends.

Employees with a hire date prior to January 1, 2025, who receive a satisfactory performance review during the Spring 2025 evaluation process, will be eligible for step advancement for FY2026, effective June 23, 2025.

In light of state minimum wage increases and broader market pressures, the administration recommends that any staff member scheduled to earn less than \$17.00 per hour in FY2026 be increased to that rate. This adjustment supports both employee retention and the College's ability to attract new talent in a competitive labor environment.

Recommendation:

The administration recommends the Board approve step increases for eligible staff effective June 23, 2025; a 2% market adjustment to the FY2026 salary schedule; and a base wage increase to \$17.00 per hour for employees earning below that threshold.