
AGENDA ITEM 8537

January 12, 2009

SUBJECT: Approval of Market Adjustment for ACC Campus Police

RECOMMENDATION

That the Board of Trustees approve compensation market adjustments for ACC College Campus Police to be effective February 1, 2008.

RELATED BOARD POLICY OR PLANNING PRIORITY (Directive/Goal/Action Plan)

This item is consistent with Board Policy F-10, Employee Compensation.

RATIONALE

ACC has posted a minimum of five vacancies over the past ten months and has not been able to fill any of the positions necessary for campus safety. We also continue to lose employees to other agencies due to the low compensation rate.

Human Resources recently conducted a local market survey which indicates ACC's compensation is the lowest among the local law enforcement agencies. Many local law enforcement agencies provide incentives, bonuses and longevity pay to retain their employees. The College does not provide supplemental compensation. Based on the market survey, ACC pays seven thousand dollars less than AISD (which is most comparable to ACC's job requirements).

This proposed compensation market adjustment will make our salaries more competitive with the local market and allow ACC to attract and retain its Police Patrol Officers. Because these compensation changes increase an employee's compensation rate by 10% or more, this item is referred to the Board for action.

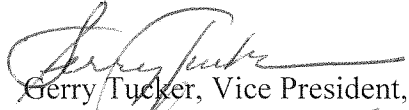
BUDGETARY CONSIDERATION

The total cost for the compensation market adjustments is \$269,854. These funds will be secured from the lapsed salaries/vacancies for these positions.

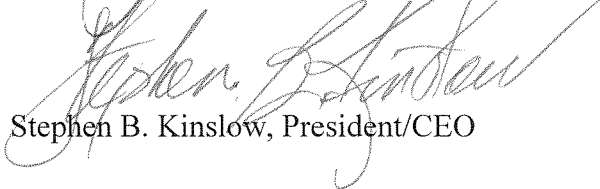
RESOURCE PERSONNEL

Ben Ferrell, Executive Vice President, Finance & Administration
Gerry Tucker, Vice President, Human Resources

Respectfully Submitted By:



Gerry Tucker, Vice President, Human Resources



Stephen B. Kinslow, President/CEO