

Addendum to the 2024-5 Staff Salary Committee End of Year Report:

Following the announcements of the July salary changes, we would like to take a moment to offer our response.

Living Wage:

The committee recommended that the college use an average of the [MIT](#) and [EPI](#) living wage calculations as a metric for determining our internal living wage. Based on the fall CPI, we estimated that this number would be \$23.11 per hour for a single adult household. When the numbers were released in January, the actual average was calculated at \$23.90.

The college implemented a \$20.03 per hour living wage for the 2026 fiscal year. This is a four percent increase from the 2025 fiscal year rate of \$19.25 and a 15% increase since 2023.

We asked that, if the college was unable to full match the MIT/EPI living wage rate, they justify the rate selected through a living wage perspective. Human Resources provided us with the following information:

- Base pay rate: \$20.03
- 10% retirement matching: \$2.00
- Employer contribution to medical insurance: \$3.76

Total: \$25.79

On top of this, the college does provide additional benefits, such as dental insurance, tuition remission, etc. Of note, with *just* the base living wage minimum and the employer contribution to medical insurance, we essentially match the recommended living wage metric.

We appreciate HR's efforts in this area, are proud and excited to be launching a living wage above \$20 per hour and will look to continue this commitment in the future.

Progression and Structure Movement:

The committee recommended a 4.4% increase in progression. At the time we broke this down into a 2.4% structure movement of the bands and a 2% across the board increase. Based on conversations with HR, we believe it is easier to discuss this as simply "progression" since the exact breakdown of the different progression types doesn't impact the employee's total compensation.

The college is implementing a 2% progression raise (1.5% structure movement and 0.5% standard progression).

While this is lower than we had hoped for we recognize that given the Board of Trustee's decision regarding the comprehensive fee and the uncertain federal landscape that this was the best we could do with this year's budgetary constraints. We are pleased with the announcement that staff and faculty will receive the same percentage of progression this year, which has not been the case in the past.

We also appreciate the emphasis on putting funds towards “structure movement” which will help keep our band structure up to date and market competitive.

Midpoint Progression:

The committee felt it was highly important that the college put funds into a midpoint progression raise to help move people towards their band midpoint in a timely fashion. This not only ensures that people reach a competitive market pay more quickly, thus improving retention, but also helps give us more flexibility with hiring.

The committee recommended that \$600,000 be attributed to this effort. The college was unable to meet this goal, but did allocate up to a 2% raise for anyone below their midpoint and agreed to raise anyone who had been in their current position for six years or more to their midpoint. This puts us well on our way to achieving our goal of having employees reach their midpoint within five years in a given role, and we hope to continue to make improvements in this area in the years to come.

Additional Comments:

All in all, while budgetary restraints prevented the college from fully enacting our recommendation, we believe that the spirit of our recommendation was upheld and our priorities were honored. We particularly are thankful to Cameron Martin and Ryan Simmons, our ex-officio members from HR, for their collaboration and for their role in making this happen. As stated in the text of our full spring report, we hope that the college considers budgetary cuts as a way to support compensation, reduce tuition dependency, and better achieve some of our goals in the future.

For further details about the July compensation changes please see the [HR compensation website](#).

If you have questions about your personal compensation, we recommend you reach out to HR at cmartin2024@coloradocollege.edu or pbutler@coloradocollege.edu. If you would like to give feedback on the compensation committee’s recommendation or make suggestions for further work in the coming years, please contact one of your [committee representatives](#).

Sincerely,

AliciaRose Martinez, Patty O’Halloran, Erica Shafer, Thecla Shubert, Sam Soren, and Mandy Sulfrian