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JIMMY H. BAKER
Chancellor

MEMORANDUM #2022-EXE-019

DATE: April 12, 2022

TO: ACC System Faculty and Staff

FROM: Jimmy H. Baker, Chancellor 

RE: Alabama Community College System's Compensation Update

Our goal over the next decade is to become the best community college system in the United States by providing quality academic instruction and skills training, hiring, and retaining high performing educators and staff, and investing in facilities and curriculum that will help us meet both education and workforce training needs of the people of Alabama.

Nothing is more valuable to ACCS in this endeavor than our employees.

To that end, on May 21, 2021, we issued Memorandum #2021-EXE-029 to Presidents and HR Professionals, where we advised that the Alabama Community College System was conducting a review of an alternative compensation program, based on market-driven data, in consultation with Hanna Resource Group. At the time, we projected an implementation date of August 2022 and asked Presidents to relay this information to all college staff.

We promised to provide further information once a decision had been made by the System Office regarding any alternative compensation plan. Please allow this communication to provide a brief update.

I am pleased to report that we have completed the portion of our review that focused on a market analysis of our current compensation program for employees. Further, we have determined that current compensation ranges are generally within market ranges and keeping pace with other education systems and institutions throughout the Southeast.

Our next phase is to determine how we may best reach our intent of evaluating and rewarding employees for the good performance we see at our colleges in every region of the state.

We know that a key part in achieving our goal to be the best in the nation is to create a rewarding compensation program that incentivizes our employees. You deserve the time and due diligence it takes to put together a comprehensive program that best reflects our intent to support our current and future faculty and staff. Therefore, while we will continue the development of an alternative pay program, we will do so with a more relaxed implementation schedule that will allow for more refinement. We do not intend to propose moving forward with an alternative compensation program this Fall. Eligible employees will receive step raises authorized under the current salary schedules.

We deeply appreciate the contribution every employee makes to support our mission. We want to make sure that our community college system provides meaningful and rewarding career opportunities for our current and future employees, and we believe strongly that our efforts will achieve that goal.

We will continue to update you in the future.

Attachment

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Jimmy H. Baker
CHANCELLOR

MEMORANDUM #2021-EXE-029

TO: Presidents, Alabama Community College System
Human Resource Directors

FROM: Jimmy H. Baker, Chancellor 
Nikita Payne, Human Resources Director

DATE: May 21, 2021

RE: Compensation Program Update

The Alabama Community College System Board of Trustees and Chancellor are conducting a review of an alternative compensation program based on market-driven data in consultation with Hanna Resource Group. As you recall, the Hanna Group met with you during the Presidents' retreat in 2019, and subsequently met with each President and HR Director. This program is not yet finalized and is still in the planning stages. It is anticipated that this program may not guarantee annual step increases and may have maximum levels of compensation for certain jobs based on market data.

This plan would not affect any cost-of-living increases mandated by the State legislature and is not expected to be implemented until October 1, 2022 (at the earliest). **Human resources personnel in your colleges will soon be receiving job surveys for all supervisors to complete with HR personnel to assist the System Office in its review.**

The System Office wishes for Presidents to notify all college employees that significant changes to the compensation program are likely in the future and employees should not expect any certain or guaranteed raise in annual salaries after this year. For future financial planning purposes, college employees should be advised that the salary schedules as they know them will likely change in future years and they should not expect guaranteed step increases each year which are based solely on longevity. Some employees could be determined to have "maxed out" in their positions based on market data and those employees should expect a "freeze" in salary. While we understand that compensation program changes can be frustrating or anxiety-filled for employees, please know that it not currently the plan to decrease any person's salary. We hope that this information will allay any fears that your employees may have about upcoming changes to the compensation program. This announcement does not mean that increases will not be awarded in the future: it simply means that future increases are not guaranteed and should not be counted on by employees in their financial planning from year to year.

Further communication will be delivered once the System Office makes a decision related to an alternative compensation program.