



HOUSTON COMMUNITY COLLEGE

HR News *You Can Use:* Special Edition

FROM THE OFFICE OF HUMAN RESOURCES
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“It is the province of knowledge to speak and it is the privilege of wisdom to listen.” *Oliver Wendell Holmes*

General Increase Effective 9/1/08

Good News! On 6/24/08 the Board of Trustees (BOT) approved a 4.3% pay increase for eligible full-time employees for FY 2008-2009. Employees will see the changes, effective on September 1, on their first pay advice for the fiscal year.

Eligible employees include:

- Those with satisfactory performance evaluations (overall ratings on the annual PEP evaluation of “professional proficiency” or “exemplary”)
- Those hired at least 60 days prior to the end of the performance year. (Faculty 2/28/08; staff 3/31/08). Those hired after 9/1/07 and before these cut-off dates will be eligible for a prorated share of the 4.3% increase.
- Pay impact for supervisors not completing PEP employee evaluations is still being determined.

Pay-for-performance

The BOT agreed to delay full implementation of pay-for-performance for at least another year. Several factors contributed to this decision. Being the first year using the automated PS PEP system, and the only second year under the new Performance Evaluation Process, the learning curve has been steep. Also, given the number of reorganizations, restructurings, and management changes during the year, accurate and meaningful evaluation was often difficult. And, much uncertainty still exists around the “pay for performance”

compensation philosophy and its impact on the HCC workplace. A study is underway to further assess this impact. Any change of this magnitude requires time for skill building and practice, intense communication, and the opportunity to learn from our experiences.

In addition, the BOT approved the possibility of awarding an additional 2.2% in January, 2009, funding permitting. This increase is a big IF – contingent on growth attainment and meeting projected fiscal goals. An expanded pilot pay-for-performance program for management staff is being considered.

Conducting a pilot has several advantages:

- impacts those who are responsible for conducting evaluations
- provides a first-hand learning opportunity for those who will be leading the program—college executives and administrators
- gives additional time to work out the “kinks” in the process and make necessary corrections
- allows the compensation department time to run rating reports and present “scenarios” to management for decision-making on a full pay-for-performance program for all staff.

Further communications will be issued about implementation details. Stay tuned and watch for additional issues of HR News You Can Use.