



**Item:**

8% Salary Increase

**Requested Action:**

1. The Board is asked to make a recommendation regarding 8% salary increases for current CTAC staff.

**Background:**

During the August 8, 2022, meeting, a motion was made to provide staff a one-time \$1,000 payment to address inflation and a recommendation for 8% salary increase that would begin at the start of fiscal year 2023.

Currently, all staff receive a 4% increase each fiscal year on their perspective anniversary date. Self-assessments and performance evaluations are also completed after staff anniversary dates. Increases are not merit based.

The Board has two different options to consider:

- Option one, is to increase all employees' pay by 8% on October first.
- Option two, is to provide a 5% increase and performance evaluation by October 1 and then subsequently increase those who receive merit, based on their evaluation, on another 3%.

The first option is the best choice for the Trust right now. Most of the employees recently received an evaluation, so to evaluate them again, prior to October may be confusing. Plus, the incoming Executive Director may want to evaluate the staff her own way. Three different evaluations in a year can be somewhat overwhelming and may appear inconsistent.

**Attachments:**

Staff salary spreadsheet

**Fiscal Impact:**

See attachment

**Recommendation:**

Staff recommends approval