Compensation Plan & Pay Structure FAQs

Introduction

Eastern Iowa Community Colleges has taken an important **first** step to strengthen fairness and transparency in how we compensate our employees. Over the past few years, we have examined our pay structure closely, compared it to regional and statewide data, and listened to feedback from faculty and staff who shared that compensation needed to be reviewed.

Thanks to the growth we've seen in enrollment last year and this fall, we're now able to move forward. The Board of Trustees has approved a compensation plan that introduces updated salary structures, provides adjustments for positions that were below market or compressed over time, and includes a 2% pay increase for all full-time and permanent part-time employees beginning January 1, 2026.

This document is intended to explain the plan in more detail, what's changing, and what employees can expect next.

This work is a direct reflection of what we've heard from you. Your voices shaped this effort and helped us identify where improvements were needed. As we move forward, our goal remains simple—to continue listening, communicating openly, and making decisions that reflect the value of our people.

General Overview

1. What did the Board of Trustees approve?

At its October meeting, the Board approved a three-phase compensation plan that takes effect Jan. 1, 2026, and includes:

- A new, market-aligned salary structure with 20 pay grades.
- Adjustments for employees below new minimums (market alignment).
- Compression adjustments for long-serving employees.
- A 2% pay increase for all full time employees and permanent part-time employees

2. Why is EICC implementing this plan now?

The decision follows several years of analysis and employee feedback, especially from the *Great Colleges to Work For* survey. Enrollment growth last fiscal year and this fall strengthened our financial position and made this plan possible.

3. Who conducted the compensation study?
EICC partnered with the Newport Group, which used Iowa community college data and regional workforce benchmarks to ensure the new pay ranges reflect current market conditions.

4. When will employees see changes?
All salary adjustments and the 2% raise take effect January 1, 2026. Individual compensation details will be reviewed at the November Board of Trustees meeting. All affected employees will be notified by the end of November.

Staff Questions

5. How were staff positions placed on the new salary scales?
Positions—not individuals—were assessed as part of the compensation study. Each role was evaluated using regional workforce and Iowa community college data to determine its appropriate grade and pay range within the new structure. Placement is based on your position and responsibilities, not on individual performance or negotiation.

6. How will I know where my position was placed on the scale?
The Board meets Nov. 17 to review and approve this plan and your pay. You will be individually notified within two weeks following that meeting and learn where your position places on the new salary scale and any applicable market, compression, and/or 2% adjustments.

7. What does "market alignment" mean?
Market alignment brings employees whose current pay falls below the new salary range minimum up to that minimum rate. Market rate adjustments begin at **$0.14/HR ($291/Year)** and vary based on an employee's current salary and placement within the new pay range.

8. What is a "compression adjustment"?
Compression adjustments are applied when an employee's pay has not kept pace with their experience in the role. These adjustments are based on role-specific experience rather than overall tenure. Compression adjustments begin at $0.03/hour ($61/year) and vary based on factors such as position placement and years of service.

9. How was a compression adjustment calculated?
Each position was first placed on the new pay scale. Then, based on an employee's years of service, a calculated assumption was used to determine where that employee should fall within a quadrant on the scale. The salary was adjusted to align with at least the minimum of that quadrant. This was a formulaic approach designed for consistency and fairness. All calculations were completed using position and service data; individual names were removed during the process.

10. Can someone receive more than one type of adjustment?
Yes. All eligible employees will receive the 2% salary increase. Some employees will also receive market rate adjustments (66 employees) and/or compression adjustments (116 employees). In some cases, an employee may receive all three adjustments. The adjustments vary in amount, as they reflect each person's placement on the new salary scale and years of service.

11. Will the new structure affect new hires?
Yes. The new pay scales take effect Jan. 1, 2026 for all positions, and new hires paid according to the updated ranges. Employees hired on or after Dec. 1 will not receive the 2% increase on Jan. 1 but will be placed on the new salary scale.

Faculty Questions

12. Are full-time faculty included in this plan?
Full-time faculty will receive the 2% pay increase effective Jan. 1, 2026. However, because faculty compensation is determined through collective-bargaining, faculty positions were not included in the Newport market study.

13. Why were adjunct faculty not included in the compensation study or the 2% increase?
Adjunct faculty pay was not included in the compensation study and will not receive the 2% salary increase that applies to other eligible employees. Adjunct compensation is set separately and was not reviewed as part of this phase of the compensation plan. It may be considered during Phase Two of the multi-year compensation initiative.

14. What happens next for faculty compensation?
EICC leadership and the Faculty Association will continue discussions through the Interest-Based Bargaining (IBB) process to review and consider future faculty pay ranges. We recognize the importance of maintaining competitive faculty compensation and are committed to that ongoing work.

Other Topics

14. How will I know if my salary is affected?
All employees will receive official notification by the end of November 2025.

- Employees receiving market alignment, compression, and/or the 2% salary increase will receive individualized communication showing their new rate.
- Even if you do not receive a market or compression adjustment, you will receive a 2% increase.

15. Is there a new process for reviewing positions?
Yes. EICC has established a standardized process for evaluating how positions are placed within the salary structure and how they may be re-evaluated in the future to maintain fairness and consistency.

16. Where can I learn more about how these decisions were made?
Join the Renfro Roundtables in the coming weeks, where Dr. Renfro will discuss college finances, budgets, and how compensation decisions were navigated.

Please join the session that best fits your schedule.
Fall Renfro Roundtable Topic*:*
College Financials, Budget Transparency and HR Updates
- **Presenters:** *Paul Eisenmenger, Brooke Sweeney-Adrian*

- **SCC Urban Campus, Community Room:**
  - Thursday, Oct. 30 from 8:30 - 9:30 am
- **Blong Technology Cener, Room 221:**
  - Thursday, Oct. 30 from 10:30 - 11:30 am
- **Clinton Community College, Room 139:**
  - Thursday, Oct. 30 from 2-3 pm
- **Scott Community College, Campus Event Center:**
  - Friday, Oct. 31 from 12:45-1:45 pm
- **Scott Community College, Campus Event Center:**
  - Friday, Oct. 31 from 2-3:00 pm
- **Muscatine Community College, Student Center:**
- Monday, Nov. 3 from 2-3:00 pm

Please note: These sessions are designed for in-person participation to encourage open conversation and questions. They will not be recorded, but we will share the presentation, materials, and a summary of the discussion and common questions afterward.