

Eastern Wyoming College Board of Trustees (EWC BoT)

September 12, 2017

Whereas the EWC BoT implemented the last permanent employee compensation increase in Fiscal Year (FY) 2015 on July 1, 2014 for 2% of annual salary, the following one-time adjustment is proposed.

Motion to approve the payment of a one-time compensation bonus to Operating and Auxiliary Fund EWC employees who meet the following eight criteria effective Friday, September 1, 2017.....

- 1) Benefitted, full-time employment began on January 2, 2017 or earlier are granted \$1,500.00 plus 0.50% of their FY18 annual salary.
- 2) Benefitted, full-time employees in Classified categorized positions whose employment began on January 3, 2017 or later are granted \$750.00 plus 0.50% of their FY18 annual salary.
- 3) Benefitted, full-time employees in Professional and Faculty categorized positions whose employment began on January 3, 2017 or later are granted 0.50% of their FY18 annual salary.
- 4) Non-benefitted, part-time, non-seasonal, non-teaching employees and non-Work Study students without a defined employment end date whose employment began on January 2, 2017 or earlier are granted \$750.00.
- 5) Special and grant-funded benefitted, full-time employees are eligible under the same conditions as stated previously provided the bonus can be paid through the special or grant funding source.
- 6) Benefitted, full-time employees whose salary is split-funded will be paid from Funds in the same proration as the split.
- 7) The total amount of the bonus funding set aside for Operating and Auxiliary Fund benefitted, full-time employees is \$200,000.00 to fully cover the bonus payments and associated benefits. Benefits are estimated at 9.44% for benefitted employees and 8.84% for non-benefitted employees of the total computed bonus amounts.
- 8) The bonus will be payable in September 2017 on or about the 27th day of the month.