

## **Kentucky Community and Technical College System Board of Regents**

### **Update Agenda Item:** Salary Compression

**Background:** KCTCS implemented a new compensation program July 1, 2024 consisting of a new salary schedule with new pay bands and ranges. The implementation of the new program did not, however, address the concerns of most employees about existing salary compression within positions and pay bands.

**Update:** Next steps regarding compression were discussed with the President's Leadership Team (PLT) at their August 27-28, 2024 meeting. All agreed that we needed to get the new compensation software platform in place to have access to better data and modeling capabilities. A request for proposals (RFP) is being drafted with a goal of having a platform selected and implementation started by mid-December at the latest. Once implemented, the KCTCS Human Resources Peer Team and System Office compensation and finance staff will work together to develop compression options to be considered by the President's Leadership Team. Due to the expected significant cost, the PLT agreed there will more than likely be a need for a phased implementation approach with the first phase effective July 1, 2025.