

Grand Total	Cost to Operating Budget	Cost to Grants		Cost to Operating Budget	Cost to Grants
Lane change no Cola	46,107.40	62,557.84	No lane Change no COLA	0	0
Lane change 1.5% COLA	84,672.98	108,378.75	No Lane Change with 1.5% COLA	44,096.00	49,975.05
Lane change 2% COLA	93,853.51	118,606.99	No Lane Change with 2% COLA	51,832.00	65,376.75
Lane Change 2.5% COLA	103,333.04	155,077.23	No Lane Change with 2.5% COLA	62,192.00	83,830.25
Lane change 3% COLA	113,559.56	155,409.48	No Lane Change with 3% COLA	72,730.00	130,393.05

Percent Change	Lane Change	Lump Compensation		COLA			
		2.50%	1.25%	1.50%	2%	2.50%	3%
Green Line	2.50%			4.00%	4.50%	5.00%	5.50%
Red Line			1.25%	2.75%	3.25%	3.75%	4.25%

Green line employees are those that were placed on the scale and have room to move.
 Red line employees are those employees that are above the scale and have no room to move.

Green Line employee will get a 2.5% increase to their base salary with a lane change. In addition, any COLA increase will be added to their base salary.

Red line employees will get a 1.25% on their current salary (if a lane change is given) as a lump compensation; not added to their base salary. Any COLA increase will be added to their current base salary.

Recommendation from the budget committee: From a fiduciary responsibility, table for another meeting because FY 2017 budget is not complete nor balanced and the market analysis for the faculty salary scale continues to be analyzed.