

May 24, 2001

01-086

ADMINISTRATIVE, SUPERVISORY AND
CONFIDENTIAL SALARY AND BENEFITS
ADJUSTMENTS FOR FY 2001-02.

PREPARED BY:

Jerry Donnelly, Director of Human Resources

APPROVED BY:

Randy McEwen, Vice President, Administrative
Services
Dan Moriarty, President

REPORT:

This resolution is to maintain a salary and benefits structure for Administrative, Supervisory and Confidential employees in line with a labor market of comparable Colleges and a mix of public and private sector employers. This year's market review of benchmark positions finds an increase of 3.0 percent in our structure will generally maintain the alignment of our structure at the mid-point. The salary schedule below reflects that adjustment. Comparison of the salaries of incumbent administrative, supervisory and confidential employees to the average actual salaries paid in these comparable organizations finds that, on average, our current staff actual salaries lag the market by approximately 3.9 percent. However, in lieu of a salary adjustment, this resolution seeks approval of reinstatement of PERS pick-up for the covered employees.

In 1995, following passage of Ballot Measure 8, the College ended its practice of "picking up" the PERS contributions of Administrative, Supervisory and Confidential employees. Employee total compensation was reviewed and adjusted at that time to appropriately reflect the change. Measure 8 was subsequently held unconstitutional by the Oregon Supreme Court. Since that time most public employers that had stopped picking up employee PERS contributions have returned to that practice.

The recently approved collective bargaining agreement with the Faculty Federation restores PERS pick-up for full-time Faculty and Academic Professionals. (Classified employees retained the practice throughout this period and the practice was restored for eligible part-time faculty upon the decision of the Supreme Court.) In recent months the College has experienced several instances of complications in completing a hiring process for administrative or confidential staff due to this difference in benefits between PCC and other Oregon public employers. With the return to PERS pick-up for Administrators, Faculty and Academic Professionals, this difference in benefits will pose greater problems in the future.

The cost of the following recommended restoration of PERS pick-up is 4.59 percent of total, current compensation for the first year (with an average of 4.12 percent overall for the first four years of implementation). Sufficient funds have been reserved to cover these costs.

RECOMMENDATION:

That the salary schedule below be, and hereby is, adopted for fiscal year 2001-02; that the salary of any Administrator, Supervisor or Confidential employee whose rate of pay falls below the entry level of their pay range will be adjusted to the entry level of that range; and, that in lieu of a salary adjustment, the College will begin "picking up" the employee PERS contribution for all other eligible Administrative, Supervisory and Confidential staff effective August 1, 2001.

That the College will pay the premiums for health and dental insurance for each Administrator, Supervisor and Confidential employee up to a cap of \$380 per month.

Director Anderson moved to approve Resolution 01-086 and it passed unanimously.

MANAGEMENT/CONFIDENTIAL SALARY SCHEDULE
FISCAL YEAR 02

Attachment A

Grade	Min	1st Q	2nd Q	3rd Q	Max
5	14659	16056	17452	18849	20245
	1222	1338	1454	1571	1687
	7.05	7.71	8.39	9.06	9.73
6	15487	16962	18437	19912	21388
	1291	1414	1536	1659	1782
	7.45	8.16	8.87	9.57	10.28
7	16357	17915	19473	21031	22588
	1363	1493	1623	1753	1882
	7.87	8.61	9.36	10.11	10.86
8	17271	18916	20561	22206	23851
	1439	1576	1713	1850	1988
	8.30	9.09	9.89	10.68	11.46
9	18232	19968	21703	23439	25173
	1519	1664	1809	1953	2098
	8.77	9.60	10.43	11.27	12.10
10	19236	21069	22901	24733	26564
	1603	1756	1908	2061	2214
	9.25	10.12	11.01	11.89	12.77
11	20294	22226	24159	26091	28023
	1691	1852	2013	2174	2335
	9.75	10.68	11.62	12.55	13.47
12	21403	23442	25481	27520	29557
	1784	1953	2123	2293	2463
	10.29	11.27	12.25	13.24	14.21
13	22569	24719	26870	29019	31168
	1881	2060	2239	2418	2597
	10.85	11.89	12.92	13.96	14.99
14	23794	26060	28326	30592	32857
	1983	2172	2361	2549	2738
	11.44	12.52	13.62	14.71	15.80
15	25078	27467	29856	32244	34632
	2090	2289	2488	2687	2886
	12.06	13.20	14.36	15.50	16.66
16	26428	28945	31462	33980	36496
	2202	2412	2622	2832	3041
	12.71	13.92	15.13	16.34	17.55

17	27844 2320 13.39	30496 2541 14.66	33148 2762 15.93	35801 2983 17.21	38452 3204 18.49
18	29331 2444 14.10	32125 2677 15.45	34919 2910 16.79	37712 3143 18.13	40506 3375 19.48
19	30895 2575 14.85	33837 2820 16.26	36779 3065 17.69	39721 3310 19.10	42663 3555 20.51
20	32534 2711 15.65	35633 2969 17.13	38732 3228 18.62	41831 3486 20.12	44931 3744 21.60
21	34256 2855 16.47	37519 3127 18.04	40781 3398 19.61	44044 3670 21.18	47307 3942 22.74
22	36064 3005 17.33	39499 3292 18.99	42935 3578 20.64	46370 3864 22.29	49804 4150 23.95
23	37962 3163 18.25	41578 3465 19.99	45194 3766 21.73	48811 4068 23.46	52425 4369 25.20
24	39957 3330 19.21	43763 3647 21.04	47567 3964 22.87	51373 4281 24.70	55178 4598 26.53
25	42050 3504 20.22	46054 3838 22.15	50060 4172 24.07	54065 4505 26.00	58068 4839 27.91
26	44248 3687 21.27	48462 4038 23.30	52676 4390 25.33	56890 4741 27.35	61104 5092 29.38
27	44673 3723 21.48	50258 4188 24.16	55842 4654 26.85	61427 5119 29.53	67011 5584 32.22
28	47268 3939 22.72	53176 4431 25.56	59085 4924 28.41	64993 5416 31.25	70901 5908 34.08
29	49990 4166	56239 4687	62488 5207	68737 5728	74985 6249

	24.03	27.04	30.05	33.04	36.05
30	52848 4404 25.41	59455 4955 28.58	66061 5505 31.77	72668 6056 34.94	79273 6606 38.11
31	55850 4654 26.85	62832 5236 30.21	69813 5818 33.57	76796 6400 36.93	83777 6981 40.28
32	59003 4917 28.37	66378 5532 31.91	73755 6146 35.46	81131 6761 39.01	88506 7375 42.55
33	62314 5193 29.96	70103 5842 33.70	77893 6491 37.45	85682 7140 41.19	93469 7789 44.94
34	65788 5482 31.63	74012 6168 35.59	82235 6853 39.54	90459 7538 43.49	98683 8224 47.44
35	69438 5787 33.38	78118 6510 37.55	86797 7233 41.73	95477 7956 45.91	104157 8680 50.08
36	73269 6106 35.23	82428 6869 39.63	91587 7632 44.03	100745 8395 48.44	109903 9159 52.84
37	77292 6441 37.16	86954 7246 41.81	96615 8051 46.45	106276 8856 51.10	115938 9661 55.74
38	81515 6793 39.19	91705 7642 44.09	101895 8491 48.99	112085 9340 53.89	122275 10190 58.79
39	85952 7163 41.32	96696 8058 46.49	107440 8953 51.65	118184 9849 56.83	128928 10744 61.99
40	90608 7551 43.56	101934 8494 49.01	113261 9438 54.46	124587 10382 59.89	135912 11326 65.34