

September 12, 2002

03-016

RATIFICATION OF COLLECTIVE BARGAINING  
AGREEMENT FOR JULY 1, 2002 THROUGH JUNE 30,  
2005 BETWEEN PORTLAND COMMUNITY COLLEGE  
AND THE PCC FEDERATION OF CLASSIFIED  
EMPLOYEES

PREPARED BY: Jerry Donnelly, Director, Human Resources Department

APPROVED BY: Randy McEwen, Vice President, Administrative Services  
Jesus "Jess" Carreon, President

REPORT: College management has been engaged in negotiations of a successor agreement with the PCC Federation of Classified Employees since January, 2002. During a mediation session on September 4, 2002 the parties reached a tentative agreement. The agreement is for three years from July 1, 2002 through June 30, 2005. Details of the agreement were discussed with the Board in Executive Session at the September 12, 2002 meeting.

Key provisions of the agreement include:

- Maintaining current contract language on contracting out;
- Salary structure steps will be adjusted from 2.7% to 3.0%, and step eligible employees will receive step movement during the first and second years of the contract;
- The salary ranges will be increased by 1.5% during the first and second years of the contract;
- Employees who are on the top step and not receiving a step increase will receive a one time lump sum payment of \$150 during the first year only;
- The parties will reopen negotiations on step movement and range adjustment for the third year of the agreement;
- The health insurance maximum contribution by the College shall be increased to \$420 in the first year, \$450 in the second year, and \$480 in the third year.

The Classified Federation has conducted a mail-in ratification vote, results of which will be announced on Wednesday, September 11, 2002.

**RECOMMENDATION:** That the tentative agreement between Portland Community College District and the PCC Federation of Classified Employees for the period July 1, 2002 through June 30, 2005 be adopted by the Board.

Director Anderson moved for passage of Resolution 03-016 and it passed unanimously.

CLASSIFIED SALARY SCHEDULE  
FY 2002 - 2003

Level	8	9	10	11	12	13	14	15	16
Step 1									
1	7.94	8.37	8.83	9.31	9.83	10.36	10.93	11.52	12.16
	16509.58	17417.40	18367.44	19359.70	20436.42	21555.35	22737.62	23962.12	25292.18
2	8.14	8.59	9.06	9.55	10.08	10.63	11.21	11.82	12.47
	16933.94	17865.08	18839.54	19857.31	20961.70	22109.40	23322.06	24578.03	25942.27
3	8.37	8.83	9.32	9.82	10.36	10.93	11.53	12.15	12.83
	17416.53	18374.22	19376.45	20423.22	21559.09	22739.49	23986.71	25278.47	26681.60
4	8.61	9.09	9.58	10.10	10.66	11.24	11.86	12.50	13.19
	17912.89	18897.87	19928.66	21005.26	22173.50	23387.54	24670.30	25998.88	27441.99
5	8.86	9.34	9.85	10.39	10.96	11.56	12.20	12.86	13.57
	18423.38	19436.43	20496.60	21603.89	22805.42	24054.06	25373.38	26739.82	28224.06
6	9.11	9.61	10.13	10.68	11.28	11.89	12.55	13.22	13.96
	18948.43	19990.35	21080.73	22219.58	23455.35	24739.57	26096.49	27501.88	29028.41
7	9.37	9.88	10.42	10.99	11.60	12.23	12.90	13.60	14.35
	19488.44	20560.05	21681.51	22852.81	24123.80	25444.62	26840.22	28285.65	29855.69
8	9.64	10.17	10.72	11.30	11.93	12.58	13.27	13.99	14.76
	20043.84	21145.99	22299.41	23504.09	24811.30	26169.77	27605.13	29091.76	30706.55
9	9.91	10.46	11.03	11.62	12.27	12.94	13.65	14.39	15.18
	20615.07	21748.63	22934.92	24173.93	25518.39	26915.58	28391.85	29920.84	31581.65
10	10.19	10.75	11.34	11.95	12.62	13.31	14.04	14.79	15.62
	21202.57	22368.44	23588.54	24862.86	26245.64	27682.64	29200.99	30773.56	32481.69
11	10.33	10.90	11.49	12.11	12.79	13.49	14.23	14.99	15.83
	21486.90	22668.41	23904.86	25196.28	26597.60	28053.87	29592.57	31186.23	32917.27
12	10.62	11.21	11.82	12.46	13.15	13.87	14.63	15.42	16.28
	22099.25	23314.43	24586.13	25914.34	27355.60	28853.37	30435.93	32075.00	33855.38
13	10.93	11.53	12.16	12.81	13.53	14.27	15.05	15.86	16.74
	22729.06	23978.87	25286.80	26652.87	28135.20	29675.66	31303.32	32989.11	34820.22
14	11.22	11.84	12.49	13.16	13.89	14.65	15.46	16.29	17.19
	23342.74	24626.30	25969.55	27372.50	28894.85	30476.91	32148.51	33879.81	35760.37

**CLASSIFIED SALARY SCHEDULE  
FY 2002 - 2003**

Level	17	18	19	20	21	22	23	24	25	26
<b>Step</b>										
1	12.82	13.52	14.26	15.04	15.86	16.74	17.65	18.62	19.64	20.71
	26664.46	28121.18	29662.36	31287.98	32998.06	34813.69	36713.77	38719.41	40851.72	43068.48
2	13.15	13.87	14.63	15.43	16.27	17.17	18.10	19.09	20.15	21.24
	27349.82	28843.99	30424.78	32092.19	33846.22	35708.52	37657.43	39714.63	41901.74	44175.48
3	13.52	14.26	15.04	15.87	16.74	17.66	18.62	19.64	20.72	21.84
	28129.26	29666.01	31291.85	33006.78	34810.80	36726.17	38730.63	40846.45	43095.90	45434.44
4	13.91	14.67	15.47	16.32	17.21	18.16	19.15	20.20	21.31	22.47
	28930.91	30511.46	32183.64	33947.44	35802.87	37772.82	39834.41	42010.53	44324.08	46729.27
5	14.31	15.09	15.91	16.79	17.70	18.68	19.70	20.77	21.92	23.11
	29755.41	31381.01	33100.84	34914.90	36823.21	38849.31	40969.65	43207.78	45587.27	48061.00
6	14.71	15.52	16.37	17.26	18.21	19.21	20.26	21.36	22.54	23.76
	30603.41	32275.33	34044.17	35909.94	37872.63	39956.47	42137.24	44439.16	46886.46	49430.69
7	15.13	15.96	16.83	17.76	18.73	19.76	20.84	21.97	23.18	24.44
	31475.57	33195.14	35014.40	36933.33	38951.96	41095.19	43338.10	45705.62	48222.67	50839.41
8	15.56	16.41	17.31	18.26	19.26	20.32	21.43	22.60	23.84	25.14
	32372.59	34141.17	36012.27	37985.89	40062.05	42266.36	44573.19	47008.18	49596.97	52288.27
9	16.01	16.88	17.81	18.78	19.81	20.90	22.04	23.24	24.52	25.86
	33295.18	35114.15	37038.58	39068.45	41203.77	43470.90	45843.48	48347.87	51010.43	53778.43
10	16.46	17.36	18.31	19.32	20.37	21.50	22.67	23.91	25.22	26.59
	34244.05	36114.87	38094.14	40181.86	42378.03	44709.77	47149.97	49725.73	52464.17	55311.06
11	16.68	17.60	18.56	19.58	20.65	21.78	22.97	24.23	25.56	26.95
	34703.27	36599.17	38604.98	40720.70	42946.33	45309.33	47782.25	50392.55	53167.72	56052.79
12	17.16	18.10	19.09	20.14	21.24	22.40	23.63	24.92	26.29	27.72
	35692.27	37642.21	39705.18	41881.20	44170.25	46600.60	49143.99	51828.69	54682.94	57650.23
13	17.65	18.61	19.63	20.71	21.84	23.04	24.30	25.63	27.04	28.51
	36709.46	38714.97	40836.74	43074.76	45429.05	47928.67	50544.54	53305.75	56241.34	59293.20
14	18.13	19.12	20.16	21.27	22.43	23.66	24.96	26.32	27.77	29.28
	37700.62	39760.27	41939.33	44237.78	46655.64	49222.74	51909.25	54745.00	57759.86	60894.11

CLASSIFIED SALARY SCHEDULE  
FY 2003 - 2004

Level	8	9	10	11	12	13	14	15	16
Step 1	8.06	8.50	8.96	9.45	9.97	10.52	11.10	11.69	12.34
2	16757.23	17678.66	18642.95	19650.10	20742.96	21878.68	23078.69	24321.55	25671.56
3	8.23	8.68	9.15	9.65	10.19	10.74	11.33	11.94	12.61
4	17116.24	18057.42	19042.37	20071.09	21187.37	22347.42	23573.14	24842.63	26221.56
5	8.48	8.94	9.43	9.94	10.49	11.07	11.67	12.30	12.98
6	17629.73	18599.14	19613.64	20673.23	21822.99	23017.85	24280.33	25587.91	27008.21
7	8.73	9.21	9.71	10.24	10.81	11.40	12.02	12.67	13.37
8	18158.62	19157.12	20202.05	21293.42	22477.68	23708.38	25008.74	26355.55	27818.45
9	8.99	9.49	10.00	10.54	11.13	11.74	12.38	13.05	13.78
10	18703.38	19731.83	20808.11	21932.23	23152.01	24419.63	25759.01	27146.21	28653.01
11	9.26	9.77	10.30	10.86	11.46	12.09	12.76	13.44	14.19
12	19264.48	20323.78	21432.35	22590.19	23846.57	25152.22	26531.78	27960.60	29512.60
13	9.54	10.06	10.61	11.19	11.81	12.46	13.14	13.85	14.61
14	19842.42	20933.50	22075.32	23267.90	24561.97	25906.79	27327.73	28799.42	30397.98
15	9.83	10.37	10.93	11.52	12.16	12.83	13.53	14.26	15.05
16	20437.69	21561.50	22737.58	23965.94	25298.83	26683.99	28147.56	29663.40	31309.91
17	10.12	10.68	11.26	11.87	12.53	13.21	13.94	14.69	15.50
18	21050.82	22208.35	23419.71	24684.91	26057.79	27484.51	28991.99	30553.30	32249.21
19	10.42	11.00	11.60	12.22	12.90	13.61	14.36	15.13	15.97
20	21682.35	22874.60	24122.30	25425.46	26839.53	28309.05	29861.75	31469.90	33216.69
21	10.74	11.33	11.95	12.59	13.29	14.02	14.79	15.58	16.45
22	22332.82	23560.84	24845.97	26188.23	27644.71	29158.32	30757.60	32414.00	34213.19
23	11.06	11.67	12.30	12.97	13.69	14.44	15.23	16.05	16.94
24	23002.80	24267.66	25591.35	26973.87	28474.05	30033.07	31680.33	33386.42	35239.58
25	11.39	12.02	12.67	13.36	14.10	14.87	15.69	16.53	17.45
26	23692.88	24995.69	26359.09	27783.09	29328.28	30934.06	32630.74	34388.01	36296.77

**CLASSIFIED SALARY SCHEDULE**  
**FY 2003 - 2004**

Level	17	18	19	20	21	22	23	24	25	26
<b>Step</b>										
1	13.01	13.72	14.47	15.27	16.10	16.99	17.92	18.89	19.93	21.02
	27064.42	28543.00	30107.30	31757.30	33493.03	35335.89	37264.47	39300.20	41464.50	43714.51
2	13.29	14.02	14.78	15.60	16.45	17.35	18.30	19.30	20.36	21.47
	27644.27	29154.52	30752.33	32437.69	34210.60	36092.95	38062.85	40142.19	42352.85	44651.07
3	13.69	14.44	15.23	16.06	16.94	17.87	18.85	19.88	20.97	22.11
	28473.59	30029.16	31674.90	33410.82	35236.92	37175.74	39204.73	41346.45	43623.44	45990.60
4	14.10	14.87	15.69	16.54	17.45	18.41	19.41	20.47	21.60	22.77
	29327.80	30930.03	32625.15	34413.15	36294.03	38291.01	40380.88	42586.85	44932.14	47370.32
5	14.52	15.32	16.16	17.04	17.97	18.96	20.00	21.09	22.25	23.46
	30207.64	31857.93	33603.90	35445.54	37382.85	39439.74	41592.30	43864.45	46280.11	48791.43
6	14.96	15.78	16.64	17.55	18.51	19.53	20.60	21.72	22.92	24.16
	31113.87	32813.67	34612.02	36508.91	38504.33	40622.93	42840.07	45180.39	47668.51	50255.17
7	15.41	16.25	17.14	18.08	19.07	20.12	21.21	22.37	23.61	24.89
	32047.28	33798.08	35650.38	37604.17	39659.46	41841.62	44125.27	46535.80	49098.57	51762.83
8	15.87	16.74	17.65	18.62	19.64	20.72	21.85	23.04	24.31	25.63
	33008.70	34812.03	36719.89	38732.30	40849.25	43096.87	45449.03	47931.87	50571.52	53315.71
9	16.35	17.24	18.18	19.18	20.23	21.34	22.51	23.74	25.04	26.40
	33998.96	35856.39	37821.49	39894.27	42074.72	44389.77	46812.50	49369.83	52088.67	54915.19
10	16.84	17.76	18.73	19.76	20.84	21.98	23.18	24.45	25.79	27.19
	35018.93	36932.08	38956.13	41091.10	43336.96	45721.47	48216.88	50850.92	53651.33	56562.64
11	17.34	18.29	19.29	20.35	21.46	22.64	23.88	25.18	26.57	28.01
	36069.50	38040.04	40124.82	42323.83	44637.07	47093.11	49663.39	52376.45	55260.87	58259.52
12	17.86	18.84	19.87	20.96	22.10	23.32	24.59	25.94	27.36	28.85
	37151.58	39181.24	41328.56	43593.54	45976.19	48505.91	51153.29	53947.74	56918.69	60007.31
13	18.40	19.40	20.47	21.59	22.77	24.02	25.33	26.71	28.19	29.72
	38266.13	40356.68	42568.42	44901.35	47355.47	49961.08	52687.89	55566.18	58626.26	61807.53