

September 12, 2002

03-017

ADMINISTRATIVE, SUPERVISORY AND CONFIDENTIAL
SALARY AND BENEFITS ADJUSTMENTS FOR FY 2002-
2003

PREPARED BY: Jerry Donnelly, Director, Human Resources Department

APPROVED BY: Randy McEwen, Vice President, Administrative Services
Jesus "Jess" Carreon, 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. College staff have conducted a review of the comparable labor market changes for FY03 and found the all industries average adjustment to employee salaries to be 4.2% for FY 03. A further review of PCC salaries compared to this market found management and confidential salaries to be approximately 4% below market.

In addition to the annual market review of salaries the Human Resources staff reviewed other issues where differences exist between the total compensation package offered for confidential staff compared to other employee groups. Two differences we believe should be addressed are: non-exempt confidential employees do not receive an end of probation increase and confidential employees do not currently receive the 2% College contribution TSA provided to all management and supervisory employees.

RECOMMENDATION: That the Board of Directors approve an increase of 1.5% in the position ranges for Administrative, Supervisory and Confidential employees (this does not increase compensation), and a 4.25% adjustment to the salaries of each management, supervisory and confidential employee retro-active to the first pay period of FY 02-03.

That the Board of Directors approve a practice of providing new confidential employees with a 2.5% salary increase upon the completion of their initial probationary period.

That the Board of Directors approve the inclusion of confidential employees in the existing 2% TSA for management and supervisory employees.

And, that the Board of Directors approve adjustment to the College contribution for health insurance to a maximum of \$420, effective with the October 1, 2002 payroll.

Director Germond moved to approve Resolutions 03-013 through 03-015 and 03-017 through 03-024 and it passed unanimously.

MANAGEMENT/CONFIDENTIAL SALARY SCHEDULE
FISCAL YEAR 03

Grade	Min	1st Q	2nd Q	3rd Q	Max
5	\$ 14,879	\$ 16,296	\$ 17,714	\$ 19,132	\$ 20,548
	\$ 1,240	\$ 1,358	\$ 1,476	\$ 1,594	\$ 1,712
	\$ 7.15	\$ 7.83	\$ 8.52	\$ 9.20	\$ 9.88
6	\$ 15,719	\$ 17,216	\$ 18,714	\$ 20,211	\$ 21,709
	\$ 1,310	\$ 1,435	\$ 1,559	\$ 1,684	\$ 1,809
	\$ 7.56	\$ 8.28	\$ 9.00	\$ 9.71	\$ 10.43
7	\$ 16,603	\$ 18,184	\$ 19,765	\$ 21,346	\$ 22,927
	\$ 1,384	\$ 1,515	\$ 1,647	\$ 1,779	\$ 1,911
	\$ 7.99	\$ 8.74	\$ 9.50	\$ 10.27	\$ 11.02
8	\$ 17,530	\$ 19,200	\$ 20,869	\$ 22,539	\$ 24,208
	\$ 1,461	\$ 1,600	\$ 1,739	\$ 1,878	\$ 2,017
	\$ 8.43	\$ 9.23	\$ 10.04	\$ 10.84	\$ 11.64
9	\$ 18,506	\$ 20,267	\$ 22,029	\$ 23,790	\$ 25,551
	\$ 1,542	\$ 1,689	\$ 1,836	\$ 1,982	\$ 2,129
	\$ 8.90	\$ 9.74	\$ 10.59	\$ 11.44	\$ 12.28
10	\$ 19,525	\$ 21,385	\$ 23,245	\$ 25,104	\$ 26,962
	\$ 1,627	\$ 1,782	\$ 1,937	\$ 2,092	\$ 2,247
	\$ 9.39	\$ 10.28	\$ 11.18	\$ 12.06	\$ 12.96
11	\$ 20,598.5	\$ 22,559.8	\$ 24,521.0	\$ 26,482.3	\$ 28,443.6
	\$ 1,716.5	\$ 1,880.0	\$ 2,043.4	\$ 2,206.9	\$ 2,370.3
	\$ 9.90	\$ 10.84	\$ 11.79	\$ 12.73	\$ 13.67
12	\$ 21,724	\$ 23,793	\$ 25,863	\$ 27,932	\$ 30,000
	\$ 1,810	\$ 1,983	\$ 2,155	\$ 2,328	\$ 2,500
	\$ 10.44	\$ 11.44	\$ 12.43	\$ 13.43	\$ 14.43
13	\$ 22,908	\$ 25,090	\$ 27,273	\$ 29,455	\$ 31,635
	\$ 1,909	\$ 2,091	\$ 2,273	\$ 2,455	\$ 2,636
	\$ 11.01	\$ 12.06	\$ 13.11	\$ 14.17	\$ 15.21
14	\$ 24,151	\$ 26,451	\$ 28,751	\$ 31,051	\$ 33,350
	\$ 2,013	\$ 2,204	\$ 2,396	\$ 2,588	\$ 2,779
	\$ 11.61	\$ 12.71	\$ 13.82	\$ 14.93	\$ 16.04
15	\$ 25,455	\$ 27,879	\$ 30,303	\$ 32,728	\$ 35,151
	\$ 2,121	\$ 2,323	\$ 2,525	\$ 2,727	\$ 2,929
	\$ 12.24	\$ 13.40	\$ 14.57	\$ 15.73	\$ 16.90

16	\$	26,824	\$	29,379	\$	31,934	\$	34,489	\$	37,043
	\$	2,235	\$	2,448	\$	2,661	\$	2,874	\$	3,087
	\$	12.90	\$	14.12	\$	15.36	\$	16.58	\$	17.81
17	\$	28,262	\$	30,954	\$	33,646	\$	36,338	\$	39,029
	\$	2,355	\$	2,579	\$	2,804	\$	3,028	\$	3,252
	\$	13.59	\$	14.88	\$	16.17	\$	17.47	\$	18.77
18	\$	29,771	\$	32,607	\$	35,443	\$	38,278	\$	41,113
	\$	2,481	\$	2,717	\$	2,954	\$	3,190	\$	3,426
	\$	14.31	\$	15.68	\$	17.04	\$	18.40	\$	19.77
19	\$	31,358.3	\$	34,344.1	\$	37,330.9	\$	40,316.7	\$	43,302.5
	\$	2,613.2	\$	2,862.0	\$	3,110.9	\$	3,359.8	\$	3,608.5
	\$	15.08	\$	16.51	\$	17.95	\$	19.38	\$	20.81
20	\$	33,022	\$	36,167	\$	39,313	\$	42,459	\$	45,605
	\$	2,752	\$	3,014	\$	3,276	\$	3,538	\$	3,800
	\$	15.88	\$	17.39	\$	18.90	\$	20.42	\$	21.92
21	\$	34,770	\$	38,082	\$	41,393	\$	44,704	\$	48,016
	\$	2,897	\$	3,173	\$	3,449	\$	3,725	\$	4,001
	\$	16.72	\$	18.31	\$	19.91	\$	21.49	\$	23.08
22	\$	36,605	\$	40,092	\$	43,579	\$	47,065	\$	50,551
	\$	3,050	\$	3,341	\$	3,632	\$	3,922	\$	4,213
	\$	17.59	\$	19.28	\$	20.95	\$	22.62	\$	24.31
23	\$	38,531	\$	42,202	\$	45,872	\$	49,543	\$	53,211
	\$	3,211	\$	3,517	\$	3,823	\$	4,129	\$	4,434
	\$	18.53	\$	20.29	\$	22.06	\$	23.82	\$	25.58
24	\$	40,556	\$	44,419	\$	48,281	\$	52,144	\$	56,006
	\$	3,380	\$	3,702	\$	4,023	\$	4,345	\$	4,667
	\$	19.50	\$	21.36	\$	23.21	\$	25.07	\$	26.93
25	\$	42,680	\$	46,745	\$	50,811	\$	54,876	\$	58,939
	\$	3,557	\$	3,895	\$	4,234	\$	4,573	\$	4,912
	\$	20.52	\$	22.48	\$	24.43	\$	26.39	\$	28.33
26	\$	44,911	\$	49,188	\$	53,466	\$	57,743	\$	62,020
	\$	3,743	\$	4,099	\$	4,456	\$	4,812	\$	5,168
	\$	21.59	\$	23.65	\$	25.71	\$	27.76	\$	29.82
27	\$	45,343	\$	51,012	\$	56,680	\$	62,349	\$	68,016
	\$	3,779	\$	4,251	\$	4,723	\$	5,196	\$	5,668
	\$	21.80	\$	24.53	\$	27.25	\$	29.97	\$	32.70
28	\$	47,977	\$	53,973	\$	59,971	\$	65,968	\$	71,965
	\$	3,998	\$	4,498	\$	4,998	\$	5,497	\$	5,997
	\$	23.06	\$	25.95	\$	28.83	\$	31.72	\$	34.59

29	\$	50,740	\$	57,083	\$	63,425	\$	69,768	\$	76,110
	\$	4,228	\$	4,757	\$	5,285	\$	5,814	\$	6,342
	\$	24.39	\$	27.44	\$	30.50	\$	33.54	\$	36.59
30	\$	53,641	\$	60,347	\$	67,052	\$	73,758	\$	80,462
	\$	4,470	\$	5,029	\$	5,588	\$	6,146	\$	6,705
	\$	25.79	\$	29.01	\$	32.24	\$	35.46	\$	38.68
31	\$	56,687	\$	63,775	\$	70,861	\$	77,948	\$	85,034
	\$	4,724	\$	5,315	\$	5,905	\$	6,496	\$	7,086
	\$	27.25	\$	30.66	\$	34.07	\$	37.48	\$	40.89
32	\$	59,888	\$	67,374	\$	74,862	\$	82,348	\$	89,833
	\$	4,991	\$	5,615	\$	6,238	\$	6,862	\$	7,486
	\$	28.79	\$	32.39	\$	35.99	\$	39.59	\$	43.19
33	\$	63,249	\$	71,154	\$	79,061	\$	86,967	\$	94,871
	\$	5,271	\$	5,930	\$	6,588	\$	7,247	\$	7,906
	\$	30.41	\$	34.21	\$	38.01	\$	41.81	\$	45.61
34	\$	66,775	\$	75,122	\$	83,469	\$	91,816	\$	100,164
	\$	5,565	\$	6,260	\$	6,956	\$	7,651	\$	8,347
	\$	32.11	\$	36.12	\$	40.13	\$	44.14	\$	48.15
35	\$	70,480	\$	79,290	\$	88,099	\$	96,909	\$	105,719
	\$	5,873	\$	6,607	\$	7,342	\$	8,076	\$	8,810
	\$	33.88	\$	38.12	\$	42.35	\$	46.60	\$	50.83
36	\$	74,368	\$	83,664	\$	92,960	\$	102,257	\$	111,552
	\$	6,197	\$	6,972	\$	7,747	\$	8,521	\$	9,296
	\$	35.75	\$	40.23	\$	44.69	\$	49.17	\$	53.63
37	\$	78,452	\$	88,258	\$	98,064	\$	107,871	\$	117,677
	\$	6,538	\$	7,355	\$	8,172	\$	8,989	\$	9,806
	\$	37.72	\$	42.43	\$	47.15	\$	51.86	\$	56.58
38	\$	82,738	\$	93,081	\$	103,423	\$	113,766	\$	124,110
	\$	6,895	\$	7,757	\$	8,619	\$	9,481	\$	10,342
	\$	39.78	\$	44.76	\$	49.72	\$	54.70	\$	59.67
39	\$	87,242	\$	98,147	\$	109,052	\$	119,957	\$	130,862
	\$	7,270	\$	8,179	\$	9,088	\$	9,996	\$	10,905
	\$	41.94	\$	47.19	\$	52.43	\$	57.68	\$	62.92
40	\$	91,967	\$	103,463	\$	114,960	\$	126,456	\$	137,950
	\$	7,664	\$	8,622	\$	9,580	\$	10,538	\$	11,496
	\$	44.21	\$	49.74	\$	55.27	\$	60.79	\$	66.32