

April 15, 2004

04-127

RATIFICATION OF AGREEMENT ON FY05 SALARY
SCHEDULE AND BENEFIT MODIFICATION FOR JULY 1,
2004 THROUGH JUNE 30, 2005 BETWEEN PORTLAND
COMMUNITY COLLEGE AND THE PCC FEDERATION OF
CLASSIFIED EMPLOYEES

PREPARED BY: Jerry Donnelly, Director, Human Resources

APPROVED BY: Randy McEwen, Vice President, Administrative Services
Gerard "Jerry" Berger, President

REPORT: College management has engaged in negotiations with the PCC Federation of Classified Employees on the sole subject of salaries for FY 2004-05 in accordance with a "re-opener" provision of the current collective bargaining agreement. The parties have reached a tentative agreement with three (3) key points: 1) the salary schedule for Classified employees will be increased by 3%; but 2) employees will not receive any step advancement on the salary schedule; and, 3) effective August 21, 2004 Classified employees will be eligible for one personal leave day per year.

The salary schedule agreement is for one year from July 1, 2004 through June 30, 2005. The salary schedule is attached as Exhibit A.

The Classified Federation has conducted a mail-in ratification vote, results of which will be announced on April 13, 2004.

RECOMMENDATION: That the tentative agreement between Portland Community College District and the PCC Federation of Classified Employees for the period July 1, 2004 through June 30, 2005 be adopted by the Board.

CLASSIFIED SALARY SCHEDULE
FY 2004 - 2005

EXHIBIT

Level Step	8	9	10	11	12	13	14	15	16
1	\$8.30 \$1,438.33 \$17,259.94	\$8.75 \$1,517.42 \$18,209.02	\$9.23 \$1,600.19 \$19,202.24	\$9.73 \$1,686.63 \$20,239.60	\$10.27 \$1,780.44 \$21,365.25	\$10.83 \$1,877.92 \$22,535.04	\$11.43 \$1,980.92 \$23,771.05	\$12.04 \$2,087.60 \$25,051.20	\$12.71 \$2,203.48 \$26,441.71
2	\$8.48 \$1,469.14 \$17,629.73	\$8.94 \$1,549.93 \$18,599.14	\$9.43 \$1,634.47 \$19,613.64	\$9.94 \$1,722.77 \$20,673.23	\$10.49 \$1,818.58 \$21,922.99	\$11.07 \$1,918.15 \$23,017.85	\$11.67 \$2,023.36 \$24,280.33	\$12.30 \$2,132.33 \$25,587.91	\$12.98 \$2,250.68 \$27,008.21
3	\$8.73 \$1,513.22 \$18,158.62	\$9.21 \$1,596.43 \$19,157.12	\$9.71 \$1,683.50 \$20,202.05	\$10.24 \$1,774.45 \$21,293.42	\$10.81 \$1,873.14 \$22,477.68	\$11.40 \$1,975.70 \$23,708.38	\$12.02 \$2,084.06 \$25,008.74	\$12.67 \$2,196.30 \$26,355.55	\$13.37 \$2,318.20 \$27,818.45
4	\$8.99 \$1,558.62 \$18,703.38	\$9.49 \$1,644.32 \$19,731.83	\$10.00 \$1,734.01 \$20,808.11	\$10.54 \$1,827.69 \$21,932.23	\$11.13 \$1,929.33 \$23,152.01	\$11.74 \$2,034.97 \$24,419.63	\$12.38 \$2,146.58 \$25,759.01	\$13.05 \$2,262.18 \$27,146.21	\$13.78 \$2,387.75 \$28,653.01
5	\$9.26 \$1,605.37 \$19,264.48	\$9.77 \$1,693.65 \$20,323.78	\$10.30 \$1,786.03 \$21,432.35	\$10.86 \$1,882.52 \$22,590.19	\$11.46 \$1,987.21 \$23,846.57	\$12.09 \$2,096.02 \$25,152.22	\$12.76 \$2,210.98 \$26,531.78	\$13.44 \$2,330.05 \$27,960.60	\$14.19 \$2,459.38 \$29,512.60
6	\$9.54 \$1,653.53 \$19,842.42	\$10.06 \$1,744.46 \$20,933.50	\$10.61 \$1,839.61 \$22,075.32	\$11.19 \$1,938.99 \$23,267.90	\$11.81 \$2,046.83 \$24,561.97	\$12.46 \$2,158.90 \$25,906.79	\$13.14 \$2,277.31 \$27,327.73	\$13.85 \$2,399.95 \$28,799.42	\$14.61 \$2,533.16 \$30,397.98
7	\$9.83 \$1,703.14 \$20,437.69	\$10.37 \$1,796.79 \$21,561.50	\$10.93 \$1,894.80 \$22,737.58	\$11.52 \$1,997.16 \$23,965.94	\$12.16 \$2,108.24 \$25,298.83	\$12.83 \$2,223.67 \$26,683.99	\$13.53 \$2,345.63 \$28,147.56	\$14.26 \$2,471.95 \$29,663.40	\$15.05 \$2,609.16 \$31,309.91
8	\$10.12 \$1,754.24 \$21,050.82	\$10.68 \$1,850.70 \$22,208.35	\$11.26 \$1,951.64 \$23,419.71	\$11.87 \$2,057.08 \$24,684.91	\$12.53 \$2,171.48 \$26,057.79	\$13.21 \$2,290.38 \$27,484.51	\$13.94 \$2,416.00 \$28,991.99	\$14.69 \$2,546.11 \$30,553.30	\$15.50 \$2,687.43 \$32,249.21
9	\$10.42 \$1,806.86 \$21,682.35	\$11.00 \$1,906.22 \$22,874.60	\$11.60 \$2,010.19 \$24,122.30	\$12.22 \$2,118.79 \$25,425.46	\$12.90 \$2,236.63 \$26,839.53	\$13.61 \$2,359.09 \$28,309.05	\$14.36 \$2,488.48 \$29,861.75	\$15.13 \$2,622.49 \$31,469.90	\$15.97 \$2,768.06 \$33,216.69
10	\$10.74 \$1,861.07 \$22,332.82	\$11.33 \$1,963.40 \$23,560.84	\$11.95 \$2,070.50 \$24,845.97	\$12.59 \$2,182.35 \$26,188.23	\$13.29 \$2,303.73 \$27,644.71	\$14.02 \$2,429.86 \$29,158.32	\$14.79 \$2,563.13 \$30,757.60	\$15.58 \$2,701.17 \$32,414.00	\$16.45 \$2,851.10 \$34,213.19
11	\$11.06 \$1,916.90 \$23,002.80	\$11.67 \$2,022.31 \$24,267.66	\$12.30 \$2,132.61 \$25,591.35	\$12.97 \$2,247.82 \$26,973.87	\$13.69 \$2,372.84 \$28,474.05	\$14.44 \$2,502.76 \$30,033.07	\$15.23 \$2,640.03 \$31,680.33	\$16.05 \$2,782.20 \$33,386.42	\$16.94 \$2,936.63 \$35,239.58
12	\$11.39 \$1,974.41 \$23,692.88	\$12.02 \$2,082.97 \$24,995.69	\$12.67 \$2,196.59 \$26,359.09	\$13.36 \$2,315.26 \$27,783.09	\$14.10 \$2,444.02 \$29,328.28	\$14.87 \$2,577.84 \$30,934.06	\$15.69 \$2,719.23 \$32,630.74	\$16.53 \$2,865.67 \$34,388.01	\$17.45 \$3,024.73 \$36,296.77
13	\$11.73 \$2,033.64 \$24,403.67	\$12.38 \$2,145.46 \$25,745.56	\$13.05 \$2,262.49 \$27,149.86	\$13.76 \$2,384.72 \$28,616.58	\$14.52 \$2,517.34 \$30,208.12	\$15.32 \$2,655.17 \$31,862.08	\$16.16 \$2,800.80 \$33,609.66	\$17.03 \$2,951.64 \$35,419.65	\$17.97 \$3,115.47 \$37,385.68
14	\$11.73 \$2,033.64 \$24,403.67	\$12.38 \$2,145.46 \$25,745.56	\$13.05 \$2,262.49 \$27,149.86	\$13.76 \$2,384.72 \$28,616.58	\$14.52 \$2,517.34 \$30,208.12	\$15.32 \$2,655.17 \$31,862.08	\$16.16 \$2,800.80 \$33,609.66	\$17.03 \$2,951.64 \$35,419.65	\$17.97 \$3,115.47 \$37,385.68

* All 2004-05 rates are 3.0% increases over 2003-04 rates.

CLASSIFIED SALARY SCHEDULE
FY 2004 - 2005

Level Step	17	18	19	20	21	22	23	24	25	26
1	\$13.40 \$2,323.03 \$2,876.36	\$14.13 \$2,449.94 \$29,399.29	\$14.91 \$2,584.21 \$31,010.51	\$15.73 \$2,725.84 \$32,710.02	\$16.59 \$2,874.82 \$34,497.82	\$17.50 \$3,033.00 \$36,395.97	\$18.45 \$3,198.53 \$38,382.41	\$19.46 \$3,373.27 \$40,479.21	\$20.53 \$3,559.04 \$42,708.43	\$21.65 \$3,752.16 \$45,025.94
2	\$13.69 \$2,372.80 \$28,473.59	\$14.44 \$2,502.43 \$30,029.16	\$15.23 \$2,639.58 \$31,674.90	\$16.06 \$2,784.24 \$33,410.82	\$16.94 \$2,936.41 \$35,236.92	\$17.87 \$3,097.98 \$37,175.74	\$18.85 \$3,267.06 \$39,204.73	\$19.88 \$3,445.54 \$41,346.45	\$20.97 \$3,635.29 \$43,623.44	\$22.11 \$3,832.55 \$45,990.60
3	\$14.10 \$2,443.98 \$29,327.80	\$14.87 \$2,577.50 \$30,930.03	\$15.69 \$2,718.76 \$32,625.15	\$16.54 \$2,867.76 \$34,413.15	\$17.45 \$3,024.50 \$36,294.03	\$18.41 \$3,190.92 \$38,291.01	\$19.41 \$3,365.07 \$40,380.88	\$20.47 \$3,548.90 \$42,586.85	\$21.60 \$3,744.35 \$44,932.14	\$22.77 \$3,947.53 \$47,370.32
4	\$14.52 \$2,517.30 \$30,207.64	\$15.32 \$2,654.83 \$31,857.93	\$16.16 \$2,800.33 \$33,603.90	\$17.04 \$2,953.79 \$35,445.54	\$17.97 \$3,115.24 \$37,382.85	\$18.96 \$3,286.65 \$39,439.74	\$20.00 \$3,466.03 \$41,592.30	\$21.09 \$3,655.37 \$43,864.45	\$22.25 \$3,856.68 \$46,280.11	\$23.46 \$4,065.95 \$48,791.43
5	\$14.96 \$2,592.82 \$31,113.87	\$15.78 \$2,734.47 \$32,813.67	\$16.64 \$2,894.33 \$34,612.02	\$17.55 \$3,042.41 \$36,508.91	\$18.51 \$3,208.69 \$38,504.33	\$19.53 \$3,385.24 \$40,622.93	\$20.60 \$3,570.01 \$42,840.07	\$21.72 \$3,765.03 \$45,180.39	\$22.92 \$3,972.38 \$47,668.51	\$24.16 \$4,187.93 \$50,255.17
6	\$15.41 \$2,670.61 \$32,047.28	\$16.25 \$2,816.51 \$33,798.08	\$17.14 \$2,970.86 \$35,650.38	\$18.08 \$3,133.68 \$37,604.17	\$19.07 \$3,304.96 \$39,659.46	\$20.12 \$3,486.80 \$41,841.62	\$21.21 \$3,677.11 \$44,125.27	\$22.37 \$3,877.98 \$46,535.80	\$23.61 \$4,091.55 \$49,098.57	\$24.89 \$4,313.57 \$51,762.83
7	\$15.87 \$2,750.72 \$33,008.70	\$16.74 \$2,901.00 \$34,812.03	\$17.65 \$3,059.99 \$36,719.89	\$18.62 \$3,227.69 \$38,732.30	\$19.64 \$3,404.10 \$40,849.25	\$20.72 \$3,591.41 \$43,096.87	\$21.85 \$3,787.42 \$45,449.03	\$23.04 \$3,994.32 \$47,931.87	\$24.31 \$4,214.29 \$50,571.52	\$25.63 \$4,442.98 \$53,315.71
8	\$16.35 \$2,833.25 \$33,998.96	\$17.24 \$2,988.03 \$35,856.39	\$18.18 \$3,151.79 \$37,821.49	\$19.18 \$3,324.52 \$39,894.27	\$20.23 \$3,506.23 \$42,074.72	\$21.34 \$3,699.15 \$44,389.77	\$22.51 \$3,901.04 \$46,812.50	\$23.74 \$4,114.15 \$49,369.83	\$25.04 \$4,340.72 \$52,088.67	\$26.40 \$4,576.27 \$54,915.19
9	\$16.84 \$2,918.24 \$35,018.93	\$17.76 \$3,077.67 \$36,932.08	\$18.73 \$3,246.34 \$38,956.13	\$19.76 \$3,424.26 \$41,091.10	\$20.84 \$3,611.41 \$43,336.96	\$21.98 \$3,810.12 \$45,721.47	\$23.18 \$4,018.07 \$48,216.88	\$24.45 \$4,237.58 \$50,850.92	\$25.79 \$4,470.94 \$53,651.33	\$27.19 \$4,713.55 \$56,562.64
10	\$17.34 \$3,005.79 \$36,069.50	\$18.29 \$3,170.00 \$38,040.04	\$19.29 \$3,343.73 \$40,124.82	\$20.35 \$3,526.99 \$42,323.83	\$21.46 \$3,719.76 \$44,637.07	\$22.64 \$3,924.43 \$47,093.11	\$23.88 \$4,138.62 \$49,663.39	\$25.18 \$4,364.70 \$52,376.45	\$26.57 \$4,605.07 \$55,260.87	\$28.01 \$4,854.96 \$58,259.52
11	\$17.86 \$3,095.97 \$37,151.58	\$18.84 \$3,265.10 \$39,181.24	\$19.87 \$3,444.05 \$41,328.56	\$20.96 \$3,632.80 \$43,593.54	\$22.10 \$3,831.35 \$45,976.19	\$23.32 \$4,042.16 \$48,505.91	\$24.59 \$4,262.77 \$51,153.29	\$25.94 \$4,495.65 \$53,947.74	\$27.36 \$4,743.22 \$56,918.69	\$28.85 \$5,000.61 \$60,007.31
12	\$18.40 \$3,188.84 \$38,266.13	\$19.40 \$3,363.06 \$40,356.68	\$20.47 \$3,547.37 \$42,568.42	\$21.59 \$3,741.78 \$44,901.35	\$22.77 \$3,946.29 \$47,355.47	\$24.02 \$4,163.42 \$49,961.08	\$25.33 \$4,390.66 \$52,687.89	\$26.71 \$4,630.51 \$55,566.18	\$28.19 \$4,885.52 \$58,626.26	\$29.72 \$5,150.63 \$61,807.53
13	\$18.95 \$3,284.51 \$39,414.11	\$19.98 \$3,463.95 \$41,567.38	\$21.08 \$3,653.79 \$43,845.47	\$22.23 \$3,854.03 \$46,248.39	\$23.45 \$4,064.68 \$48,776.14	\$24.74 \$4,288.33 \$51,459.92	\$26.09 \$4,522.38 \$54,268.52	\$27.52 \$4,769.43 \$57,233.16	\$29.03 \$5,032.09 \$60,385.04	\$30.61 \$5,305.15 \$63,661.75
14	\$18.95 \$3,284.51 \$39,414.11	\$19.98 \$3,463.95 \$41,567.38	\$21.08 \$3,653.79 \$43,845.47	\$22.23 \$3,854.03 \$46,248.39	\$23.45 \$4,064.68 \$48,776.14	\$24.74 \$4,288.33 \$51,459.92	\$26.09 \$4,522.38 \$54,268.52	\$27.52 \$4,769.43 \$57,233.16	\$29.03 \$5,032.09 \$60,385.04	\$30.61 \$5,305.15 \$63,661.75

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