

September 15, 2005

06-012

BOARD RESOLUTION FOR MANAGEMENT AND
CONFIDENTIAL SALARY ADJUSTMENTS FOR FY 2005-
06

PREPARED BY:

Jerry Donnelly, Director, Human Resources

APPROVED BY:

Randy McEwen, Vice President, Administrative Services
Dr. Preston Pulliams, District President

REPORT:

This resolution increases the salary structure for Management and Confidential employees of the College and authorizes increases to the base salary of each individual employed in these two employee groups.

The salary structure for management and confidential employees has continued to lag available market data by an average of approximately 4.0% for the past several years. Despite this market lag, adjustments to the salary structure have been minimal (1.0% to 1.5% for three years) in view of available budgets. The college is at risk of falling significantly behind market and has begun to experience difficulties in recruitment for some management positions and an increased frequency in the need for advanced salary schedule placement in order to successfully fill vacant management positions.

This resolution does not seek adjustment to the maximum monthly college contribution for health insurance coverage. The college is working with the bargaining units through a joint committee process and bargaining in an attempt to reach a consistent approach to those contributions for all employee groups.

RECOMMENDATION:

That the Board of Directors approve for FY 05-06:

- an adjustment of 3.0% to the salary schedule for Management and Confidential Employees, and a 3.0% adjustment to the salaries of each individual management and confidential employee to be applied in accordance with Human Resource practice, such increase to be effective as of the first pay period of FY 05-06.