

June 15, 2006

06-105

BOARD RESOLUTION FOR MANAGEMENT AND
CONFIDENTIAL SALARY AND BENEFIT
ADJUSTMENTS FOR FY 2006-07

PREPARED BY:

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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, authorizes increases to the base salary of each individual employed in these two employee groups, and provides for an additional adjustment for individual employees who have been employed in either a management or confidential position with the College for five or more years.

The competitive market position of the salary structure for management and confidential employees continues to be an area of concern. Data from multiple national and regional sources indicate that salary structures in our market have increased by 1.9% to 2.5%.

As market issues have led to more new hires for management and confidential positions being hired farther into their pay ranges, the current lack of a specific mechanism for advancement of incumbent employees within their respective pay ranges continues to be of concern, particularly to longer term employees.

The resolution also authorizes increasing the monthly College contribution to medical and dental insurance so that these two employee groups are at the same maximum contribution rates as the Faculty and Classified bargaining unit employees.

RECOMMENDATION:

That the Board of Directors approve for FY 06-07:

- an adjustment of 2.0% to the salary schedule for Management and Confidential Employees; (this increases salary schedule ranges, not compensation)

- a 3.4% adjustment to the salaries of each individual management and confidential employee to be applied in accordance with College practice, such increase to be effective as of the first pay period of FY 06-07;
- a one time "years of service" adjustment to the base salary of individuals who have been employed in a PCC management and/or confidential position for 5 or more years as of June 21, 2006, on the following schedule: 5 to 12 years, 0.5%, 13 to 20 years, 1.0%, and more than 20 years, 1.5%; and,
- in those few cases where individual management and confidential employees are at the maximum of their range, but would otherwise qualify for the years of service adjustment, those individuals be authorized to receive a one time, lump sum payment of the equivalent dollar amount for which they would have been eligible.
- That the maximum monthly College contribution for medical and dental insurance plans be based on the following schedule: employee only: \$480; employee plus one: \$610; and, full family: \$690. This increase in insurance contribution to be effective October 1, 2006.