

June 21, 2007

07-104

BOARD RESOLUTION TO ADOPT REVISED SALARY  
STRUCTURE/SCHEDULE AND AUTHORIZING MARKET  
BASED SALARY ADJUSTMENTS FOR MANAGEMENT  
AND CONFIDENTIAL EMPLOYEES FOR FY 2007-08

PREPARED BY:

Jerry Donnelly, Director, Human Resources

APPROVED BY:

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

REPORT:

The Board of Directors heard a summary report by the Segal Group and PCC Human Resources staff at the May 2007 meeting on the results of the market study of Management and Confidential Total Compensation. In brief, the report concluded that PCC's current management and confidential salary schedule is, on average, 89% of market at the mid-point of the salary grades. Furthermore, the study found that the width of our current pay grades (which vary from 38% to 50% from minimum to maximum) and the current mid-point progression of 5% between pay grades at mid-point are not reflective of the market. In addition, the Segal Group study found that actual incumbent pay was, on average, approximately 93% of market.

This resolution proposes adoption of a new salary schedule which is structured on a standard pay grade width of 45% from minimum to maximum and a mid-point progression of 10% between pay grades at mid-point. This is consistent with the salary schedule structure recommendations of the Segal Group as a result of the study.

The proposed salary schedule does not achieve 100% of market at mid-point. The cost to the college of moving to such a goal in a single year is too great. Accordingly, this resolution proposes a first step in what will be a multi-year progression to market. This schedule achieves movement of the salary schedule from 89% of market to approximately 92% of market.

RECOMMENDATION: That the Board of Directors  
approve for FY 2007-08:

- Adoption of the proposed salary schedule, as attached, for Management and Confidential Employees.

- That management and confidential employees be moved to the new salary structure at the appropriate pay grade for their classification and receive the resulting "market adjustment" (approximately 4.0%) effective as of the first pay period of FY 2007-08.

**MANAGEMENT AND CONFIDENTIAL SALARY SCHEDULE  
FY 2007-08**

Grade	Minimum	Mid-Point	Maximum
A	\$26,090	\$31,960	\$37,831
B	\$27,916	\$34,198	\$40,479
C	\$29,871	\$36,592	\$43,313
D	\$31,961	\$39,153	\$46,344
E	\$34,199	\$41,893	\$49,588
F	\$36,600	\$44,835	\$53,071
G	\$39,154	\$47,964	\$56,773
H	\$41,895	\$51,321	\$60,748
I	\$44,828	\$54,914	\$65,000
J	\$47,965	\$58,758	\$69,550
K	\$52,762	\$64,633	\$76,505
L	\$58,038	\$71,097	\$84,155
M	\$63,842	\$78,207	\$92,571
N	\$70,226	\$86,027	\$101,828
O	\$77,249	\$94,630	\$112,011
P	\$84,974	\$104,093	\$123,212
Q	\$93,471	\$114,502	\$135,533
R	\$102,818	\$125,952	\$149,086