

June 21, 2007

07-105

BOARD RESOLUTION FOR MANAGEMENT AND
CONFIDENTIAL SPECIAL SALARY ADJUSTMENTS

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. One element of that report was the finding that a small number of staff are currently being paid at pay grades substantially off market such that their current actual pay is below the market minimum for the pay grade to which their position should be aligned.

This resolution authorizes the President to immediately implement special salary adjustments, within the current fiscal year, to bring the annualized salaries of this group of employees to the minimum of the pay grade at which they should be paid according to the results of the Segal Group study.

RECOMMENDATION: That the Board of Directors approve a special salary adjustment for the FY 06-07 for management and confidential employees whose current actual pay is below the market minimum for the pay grade to which their position should be aligned as determined by the Segal Group study.

That these employees will receive the adjusted salary for the final pay period (May 21st – June 20th) of fiscal year 2006-07.

The value of such individual adjustments will vary depending on the current salary and the minimum of the new pay grade of the effected incumbents. The projected aggregate cost of these special adjustments, including associated benefit costs, is estimated at less than \$20,000 in FY 2006-07. This cost is within the anticipated FY2006-07 implementation cost projected in preparation of the current budget.