

July 19, 2007

08-005

BOARD RESOLUTION FOR MANAGEMENT AND  
CONFIDENTIAL SALARY ADJUSTMENTS FOR  
FY 2007-08

PREPARED BY: Jerry Donnelly, Director, Human Resources

APPROVED BY: Randy McEwen, District Vice President  
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REPORT: At the May 2007 meeting, the Board heard a summary presentation by the Segal Group and PCC Human Resources staff on the results of the market study of Management and Confidential total compensation. At the June 2007 meeting, as a first step in what will be a multi-year progression to market, the Board approved a resolution adopting a new salary schedule for management and confidential employees based on the study. The Board also authorized salary adjustments directly related to implementing that structure.

In addition to the salary structure concerns, the study also found that the actual pay of incumbent management and confidential employees for FY 2006-2007, lagged the market by approximately 7%. Further information from multiple market survey sources indicate that anticipated adjustments for employees in this group will average 3.7% to 4.1% for FY 2007-08. In order to ensure that current employees keep pace with market, this resolution also proposes a general adjustment for incumbents.

RECOMMENDATION: That the Board of Directors approve for FY 2007-08 a 3.5 % "general adjustment" applied to the salaries of each individual management and confidential employee in accordance with Human Resource practice, such increase to be effective as of the first pay period of FY 2007-08.