

June 26, 2008

08-099

MANAGEMENT AND CONFIDENTIAL SALARY  
ADJUSTMENTS FOR FISCAL YEAR 2008-09

PREPARED BY: Jerry Donnelly, Director, Human Resources

APPROVED BY: Wing-Kit Chung, Vice President, Administrative Services  
Randy McEwen, District Vice President  
Dr. Preston Pulliams, District President

REPORT: In May 2007 the Board heard a report by the Segal Group and PCC Human Resources staff following the study of compensation for Management and Confidential employees conducted during Fiscal Year (FY) 2006-07. Subsequently at the June 2007 meeting, the Board adopted the first phase of a recommended three year progression to bring PCC's Management and Confidential compensation into better alignment with our competitive labor market.

In brief, the report concluded that the Management and Confidential salary schedule needed to be structurally revised to more appropriate mid-point progression between pay grades and a more appropriate width (distance from minimum to maximum pay) for each pay grade; and, that those pay grades needed to be adjusted over three years to reach a market competitive position based on comparison of mid-point of the grades. In addition, the Segal Group study found that actual incumbent pay was, on average, behind market.

This resolution proposes adoption of year two of the three year phase in. The proposed FY2008-2009 salary schedule 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 and the year one structure approved by the Board.

The first year schedule achieved movement of the salary schedule from 89% of market to approximately 92% of

market. The proposed schedule achieves moment from approximately 92% of market to approximately 96% of market.

Adopting a new salary schedule does not result, by itself, in adjusting the salaries of individual incumbents. Further information from multiple market survey sources indicates the anticipated adjustments for employees in this group will average 3.7% to 4.1% for FY 2008-09. Accordingly, this resolution also proposes a general adjustment for incumbents.

RECOMMENDATION: That the Board of Directors approve for FY 2008-09:

- 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 2008-09;
- That a 3.5% "general adjustment" be 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 2008-09.
- That the college maximum monthly contributions for health insurance for management and confidential employees be increased based on the employee's elected tier of enrollment as follows: employee only: \$520; employee + spouse: \$765; employee + child(ren): \$765; family: \$860. That the increase on maximum monthly health insurance contributions become effective with the September 2008 pay period (pay date October 1).

**Management & Confidential Salary Structure  
Fiscal Year 2008-2009**

<b>Grade</b>	<b>Min</b>	<b>1st Qrtl</b>	<b>Midpoint</b>	<b>3rd Qrtl</b>	<b>Maximum</b>
A	\$ 28,041	\$ 31,196	\$ 34,350	\$ 37,505	\$ 40,660
B	\$ 30,004	\$ 33,380	\$ 36,755	\$ 40,131	\$ 43,506
C	\$ 32,105	\$ 35,717	\$ 39,329	\$ 42,941	\$ 46,552
D	\$ 34,352	\$ 38,217	\$ 42,081	\$ 45,946	\$ 49,810
E	\$ 36,756	\$ 40,891	\$ 45,026	\$ 49,161	\$ 53,296
F	\$ 39,337	\$ 43,763	\$ 48,188	\$ 52,614	\$ 57,039
G	\$ 42,082	\$ 46,817	\$ 51,551	\$ 56,285	\$ 61,019
H	\$ 45,028	\$ 50,094	\$ 55,159	\$ 60,225	\$ 65,290
I	\$ 48,180	\$ 53,600	\$ 59,020	\$ 64,441	\$ 69,861
J	\$ 51,552	\$ 57,352	\$ 63,152	\$ 68,952	\$ 74,751
K	\$ 56,708	\$ 63,088	\$ 69,467	\$ 75,847	\$ 82,226
L	\$ 62,378	\$ 69,396	\$ 76,414	\$ 83,432	\$ 90,449
M	\$ 68,616	\$ 76,336	\$ 84,055	\$ 91,775	\$ 99,494
N	\$ 75,478	\$ 83,969	\$ 92,460	\$ 100,952	\$ 109,443
O	\$ 83,026	\$ 92,367	\$ 101,707	\$ 111,047	\$ 120,387
P	\$ 91,328	\$ 101,603	\$ 111,877	\$ 122,152	\$ 132,426
Q	\$ 100,461	\$ 111,763	\$ 123,065	\$ 134,367	\$ 145,669
R	\$ 110,507	\$ 122,939	\$ 135,371	\$ 147,804	\$ 160,236