

July 16, 2009

10-008

BOARD RESOLUTION FOR MANAGEMENT AND
CONFIDENTIAL SALARY ADJUSTMENTS FOR FY
2009-2010

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APPROVED BY: Wing-Kit Chung, Vice President, Administrative Services
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REPORT: Following a study of compensation for Management and Confidential employees, in June 2007 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. The first two years of that recommendation have been implemented.

In light of the current economic conditions and the resulting PCC budget impact, granting the level of salary adjustment originally recommended for the third year of implementation is not feasible. Also, the economic conditions have put into question the assumptions of labor market movement inherent in the third year and surveys of actual market information are not yet available. Accordingly, the President's Advisory Committee on Management and Confidential Compensation provided the District President with its recommendation that the third year planned adjustments be set aside and that any adjustment for FY2009-10 be consistent with the College's ability to pay and internal relationships with other employee groups.

Collective bargaining agreements with both the Classified and Faculty/Academic Professional bargaining units were ratified by the Board at the June, 2009 meeting which provided for "step movement only" and the addition of one-half step at the top of each bargaining unit salary structure in FY 2009-10. The agreements also apply adjustments to the maximum monthly College contributions for health care premiums.

There are significant differences between the salary structure for Management and Confidential employees and the bargaining units and direct comparison is not possible. This resolution proposes adoption of adjustments for FY 2009-10 for management and confidential staff which are consistent with the bargaining unit settlements, but modified to reflect the structure of the management and confidential compensation system.

RECOMMENDATION: That the Board of Directors approve for FY 2009-10 the following adjustments:

- an increase of 1.75% to the salary structure, (this adjustment results in only those employees who currently are at the top of their salary grade receiving a maximum of 1.75% increase)
- That a 2.0% "general adjustment" be applied to the salaries of each individual management employee in accordance with Human Resource practice, such increase to be effective as of the first pay period of FY 2009-10.
- That a 3.0% "general adjustment" be applied to the salaries of each individual confidential employee in accordance with Human Resource practice, such increase to be effective as of the first pay period of FY 2009-10.
- That the college maximum monthly contributions for health insurance for management and confidential employees be increase based on the employee's elected tier of enrollment as follows: employee only: \$540; employee + spouse: \$815; employee + child(ren): \$815; family: \$975. That the increase on maximum monthly health insurance contributions become effective with the September 2009 pay period (pay date October 1st).