



Agenda Item Details

Meeting Oct 16, 2013 - Board of Trustees Regular Meeting, 6:00 P.M.
Category 12. HUMAN RESOURCES
Subject 12.3 Resolution No. 15886: Agreement between the District and Classified Confidential Employees for 2013-2014
Access Public
Type Action
Fiscal Impact No

Public Content

BE IT RESOLVED that the Board ratifies the following meet and confer contractual agreement between the Imperial Community College District and the Confidential Employees for the fiscal year 2013-2014 as follows:

IMPERIAL COMMUNITY COLLEGE DISTRICT

TO: Confidential Employees
FROM: Dr. Victor Jaime, Superintendent/President
DATE: October 2, 2013
SUBJECT: Meet and Confer Finalization

The District negotiators brought me your proposal and following discussions with the Executive Council a decision has been made to make the following changes to your employment effective July 1, 2013:

I. SALARY

1. A 3% step increase for those eligible(2% of any 5% increase given on July 1, 2013 to be recovered via payroll deduction agreement for up to 6 months).
2. To better align with the salary median of our designated comparison college districts, the following is the new salary schedule for all confidential employees(9 steps at 3%):

2013-2014

Confidential - (post meeting 9.3.13) eliminate steps 1-3 and Ranges 2,3,6 &7									
	3%	3%	3%	3%	3%	3%	3%	3%	3%
Range 1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Techns	\$42,244	\$43,511	\$44,817	\$46,161	\$47,546	\$48,972	\$50,442	\$51,955	\$53,513
	3%	3%	3%	3%	3%	3%	3%	3%	3%
Range 2									
(old 4)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Spec	\$48,912	\$50,379	\$51,891	\$53,447	\$55,051	\$56,702	\$58,403	\$60,156	\$61,960
	3%	3%	3%	3%	3%	3%	3%	3%	3%
Range 3									
(old 5)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Adm Asst	\$51,357	\$52,898	\$54,485	\$56,119	\$57,803	\$59,537	\$61,323	\$63,163	\$65,058
Payroll									
HR Analyst									
	3%	3%	3%	3%	3%	3%	3%	3%	3%
Range 4									
(old 8)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Exec Asst	\$59,422	\$61,205	\$63,041	\$64,932	\$66,880	\$68,886	\$70,953	\$73,082	\$75,274

3. Employees who have a current salary above the new schedule will remain "Y rated" at their July 1, 2013 salary. Employees not Y rated will be placed on the new schedule (after the 3% increase on July 1, 2013) at the closest step within their range without loss of salary.
4. The Executive Council will review the current processes available to allow for a review of individual position evaluation / analysis. This review will consider submission criterion and forms, timelines, and recommendations for a reviewing body. These job evaluations would be a formal process for determining the relative value based on job content and the *Total Compensation Philosophy*.
5. An off-schedule COLA payment of 1.57% of an employee's 12-13 annual salary for those employed on June 30, 2013. To be included in the October regular pay warrant.

II. ARTICLE 10: INSURANCE

6. Contributions to remain status quo. Increases to the dental and vision plans as recommended by the Insurance Committee.

III. EMPLOYMENT CONDITIONS

7. The current CMCA handbook will remain in effect until the District works with our group to develop a replacement Reference Manual. Two Classified Confidential employees will be appointed to provide input as members of a task group that will accomplish this change no later than June 30, 2014.

Administrative Content

Motion & Voting

Resolution No. 15886: Agreement between the District and Classified Confidential Employees for 2013-2014

Motion by Rudy Cardenas, second by Romualdo Medina.

Final Resolution: Motion Carries

Yes: Juanita Salas, Rudy Cardenas, Jerry Hart, Romualdo Medina, Karla Sigmond, Louis Wong

No: Steve Taylor