DATE:       June 27, 2002           S4
TO:         Board of Trustees
FROM:       Dr. Philip R. Day, Jr., Chancellor

SUBJECT:    SPECIAL
Recommend Adopting Amended Wage Rates and Other Terms and Conditions of
Employment for Unrepresented Classified Management, Supervisory, and
Confidential Employees for Fiscal Year 2002-2003
(Resolution No. 020627-S4)

BACKGROUND INFORMATION:
The administration maintains a record of all unrepresented classified “Management,” “Supervisory,”
and/or “Confidential” classifications, or persons or positions within classifications (hereinafter
“employees”) consistent with its obligation under the Educational Employment Relations Act (EERA,
Government Code Section 3540 et seq.). The Chancellor is recommending adjusting the wage rates
and other terms and conditions of employment for unrepresented classified employees as set forth

RECOMMENDATION:
RESOLVED: That the Board of Trustees adopts amended wage rates and other terms and conditions
of employment for unrepresented classified employees for Fiscal Year 2002-2003 as follows:

General Wage Increase
The wage rates in effect as of July 1, 2002, shall be increased across the board by four
percent (4.0%), effective January 4, 2003.

Employees who retire with an effective date between September 1, 2002, and June 30, 2003,
shall receive a retroactive increase of four percent (4%); this four percent increase shall cover
the period from September 1, 2002, through January 3, 2003, as appropriate.
Addition of Step 6 to the District Salary Schedules

Effective July 1, 2002, the District shall provide a 6th step on the District salary schedules for eligible employees. The hourly wage rates for step 6 shall represent two-and-one-half percent (2.5%) over the existing hourly wage rates for step 5 of the District salary schedules. Eligible employees are those full-time employees with twenty-five (25) or more years of service as of July 1, 2002, or thereafter, provided that the five (5) most recent years of service have been with the District.

Additional Holidays

Employees shall be granted additional holidays on December 26, 27, 30, and 31, 2002. (In Fiscal Year 2001-2002, Employees were granted additional holidays on December 26, 27, 28 and 31, 2001.)

Designated Days Off

Employees shall be granted on a one-time, non-precedent-setting, basis three additional designated days off in Fiscal Year 2002-2003 as follows: July 5, 2002, December 23, 2002, and December 24, 2002.

Compensatory Time

Full-time, full-year employees shall be granted forty (40) hours of compensatory time (bonus paid time off) in Fiscal Year 2002-2003.

Pay Equity Adjustments

The Board of Trustees authorizes the Administration in its discretion to provide each eligible classification a pay equity adjustment effective January 4, 2003, or thereafter.

Inequity Adjustments

The Board of Trustees authorizes the Administration in its discretion to provide each eligible classification an inequity adjustment effective January 4, 2003, or thereafter.

FURTHER BE IT RESOLVED: That the Chancellor and the Vice Chancellor of Administration and Finance, and/or their designee(s) are hereby authorized and directed to implement this Resolution and to submit any necessary finance resolutions to fund implementation of this Resolution.

Originator: Peter Goldstein