DATE: June 26, 2003 S5
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: SPECIAL: Recommend Adopting an Amendment to Board of Trustees Resolution No. 030214.S6 Addressing Modified Wage Rates and Other Terms and Conditions of Employment for Unrepresented Classified Management, Supervisory, and Confidential Employees for Fiscal Year 2002-2003 and Fiscal Year 2003-2004 (Resolution No: 030626-S5)

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 Board of Trustees previously adopted modified wage rates and other terms and conditions of employment for employees for Fiscal Year 2002-2003 and Fiscal Year 2003-2004 pursuant to Board of Trustees Resolution No. 030214.S6. The Chancellor has subsequently determined that (1) it would be in the best interests of the College to modify a single aspect of the General Wage Increase provision only to afford him the flexibility to effectively deal with personnel transition issues, (2) such modification will not result in any additional cost to the College.

SHARED GOVERNANCE REVIEW:
Yes:_____; No:__X____; if yes, which committee: ______________________
Date of Review: ____________________________

BOARD OF TRUSTEES
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DR. PHILIP R. DAY, JR., CHANCELLOR
RECOMMENDATION:

RESOLVED: That the Board of Trustees adopts an amendment to the General Wage Increase provision only of Board of Trustees Resolution No. 030214.S6 as follows (additions are underlined):

**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 June 30, 2004 (non-retroactive).

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 June 30, 2003, as appropriate. The Chancellor in his sole discretion may adjust the effective dates herein to provide a retroactive increase of four percent (4%) for a maximum ten-month period for employees who retire with an effective date no later than December 31, 2003.

FURTHER BE IT RESOLVED: That all other provisions of Board of Trustees Resolution No. 030214.S6 shall continue unchanged.

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