Honorable Board of Trustees of the  
San Francisco Community College District

Subject: Resolution No. 960725-S4  
Adopting Amended Wage Rates and Benefit Levels for Fiscal  
Year 1996-97 for Unrepresented Employees of the District  
Occupying Positions Within the Classifications of Gardener  
Assistant Supervisor (3418), Gardener (3417), and Nursery  
Specialist (3428)

President and Members:

WHEREAS: On February 18, 1986, pursuant to the Educational  
Employment Relations Act (EERA, Government Code Section 3540 et  
seq.), the Board by Resolution No. 860218-S3 designated the  
Classifications of Gardener Assistant Supervisor (3418), Gardener (3417),  
and Nursery Specialist (3428) (hereinafter "Classifications") as either  
"Building Trades Supervisory" or "Building Trades Classifications";

WHEREAS: The Administration has provided the non-exclusive  
representative of the employees of the District occupying positions within  
the Classifications with an opportunity to "meet and discuss" the wage and  
benefit issues under contemplation consistent with the Board of Trustees'  
obligation as a public school employer under the EERA;

WHEREAS: The Administration has recommended an increase for Fiscal  
Year 1996-97 in the wage rates and benefit levels of unrepresented  
employees of the District occupying positions within the Classifications  
consistent with those reflected in Paragraphs No. 1, 2, and 3, below;

THEREFORE, BE IT RESOLVED THAT: The Board of Trustees approves,  
ratifies and adopts amended wage rates and benefit levels as follows:

1. Wage Rates

Retroactive to July 1, 1996, the present wage rates for  
unrepresented employees of the District occupying positions  
within the Classifications shall be increased one percent (1%);

2. Employees' Retirement System

Retroactive to July 1, 1996, subject to Employees' Retirement  
System requirements, the District shall pay up to an additional  
two percent (2%) for a total of up to six and one-half percent  
(6.5%) of each employee's elected rate of contribution to the

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Employees' Retirement System, not to exceed an employee's elected rate of contribution; and

Effective December 28, 1996, subject to Employees' Retirement System requirements, the District shall pay up to an additional one percent to one and one-half percent (1-1.5%) for a total of up to seven and one-half percent to eight percent (7.5-8%) of each employee's elected rate of contribution to the Employees' Retirement System, not to exceed an employee's elected rate of contribution;

3. **Dependent Care Health Benefits**

Retroactive to July 1, 1996, subject to Health Service System requirements, the District shall pay an additional $100.00 per month for a total of $225.00 per month of each eligible current employee's contribution to Dependent Care Health Benefits;

FURTHER BE IT RESOLVED THAT: The wage rates and benefit levels in effect pursuant to Paragraphs No. 1, 2, and 3, above, shall apply at the time of hire to any future unrepresented employees of the District occupying positions within the Classifications, as appropriate;

FURTHER BE IT RESOLVED THAT: All other forms of compensation, benefits, and other terms and conditions of employment not specifically enumerated herein shall continue in accordance with existing District policies and procedures in effect as of the date of this Resolution;

FURTHER BE IT RESOLVED THAT: The Chancellor and the Chief Operating Officer, and/or their designee, are hereby authorized and directed to implement this Resolution and to submit any necessary finance resolutions to fund the implementations.

Recommended for adoption:

Del M. Anderson  
Chancellor

Originator: Lawrence C. Klein