

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

RESOURCE ALLOCATION FORMULA (RAF)

And

SALARY EQUITY TASKFORCE (SET)

2015 – 2016 ALLOCATIONS

Unit: Administrator's Association

Calculated Amount: RAF \$ 310,298.00 4.2125%

SET \$ 40,321.87	1.83% Educational Administrators
<u>20,216.43</u>	0.55% Classified Administrators/Supervisors
<u>\$ 60,538.30</u>	

I. Distribution determined by Unit:

RAF applied on-schedule to current salary schedules.

Michael D 11/19/15  
Unit Approval - Date

[Signature] 11/19/15  
GCCCD Approval - Date

II. SET distribution – SET is distributed as an on-schedule salary adjustment.

III. Implementation Processing:

- **Educational Administrators** – Increase current Educational Administrators salary schedule by 4.2125% + 1.83% = 6.0425%, to be effective 1/01/2016.
- **Classified Management and Supervisors** – Increase current Classified Management and Supervisory employees salary schedules by 4.2125 % + 0.55% = 4.7625%, to be effective 1/01/2016.
- Apply updated pay rates on January 2016 payroll.

Reviewed in Closed Session on \_\_\_\_\_, the Governing Board \_\_\_\_\_

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

RESOURCE ALLOCATION FORMULA (RAF)

And

SALARY EQUITY TASKFORCE (SET)

2015 -- 2016 ALLOCATIONS

Unit: AFT

Calculated Amount RAF \$2,081,693 4 2125%

SET \$ 132,424.15 1.15% Adjunct  
155,953.25 61% Instructors  
\$ 288,377.40

I Distribution determined by Unit:

**RAF is applied as follows:**

- Fund 5% of the RAF continuous revenue as outlined in the adjunct faculty health benefits Side Letter approved 11/20/2013: \$246,082
- Increase the percentage on adjunct salary schedule between salary Class II and Class III from 2% to 5%: \$23,283
- Combine all part-time adjunct and extra-pay schedules: \$311,401
- Make changes to faculty 10 month and 11 month salary schedules (Step 15 to 16, from 2% to 2.6%; and Step 16 to 17, from .53% to 1.4%): \$191,750
- Implement additional adjustments:
  - o Chair/Coordinator stipends \$ 100,282
  - o EOPS reassigned time increase \$ 2,652
  - o Head Coach stipends \$ 76,000
- Total = \$951,450; remaining balance \$1,130,243

12/5/15  
Unit Approval - Date

12/5/15  
GCCCD Approval - Date

II. SET distribution – SET is distributed as an on-schedule salary adjustment

III. Implementation Processing:

Apply updated pay rate on January 2016 payroll

- o Implement salary schedule adjustments noted above
- o Increase adjusted schedules:
  - Adjunct/extra pay schedule 3.45% + 1.15% = 4.60%
  - Full-time faculty 1.39% + .61% = 2.00%
- o Apply updated pay rates on January 2016 payroll.

Reviewed in Closed Session on \_\_\_\_\_, the Governing Board \_\_\_\_\_

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

RESOURCE ALLOCATION FORMULA (RAF)

And

SALARY EQUITY TASKFORCE (SET)

2015 – 2016 ALLOCATIONS

Unit: Confidential Administrators

Calculated Amount: RAF \$ 62,060.00 4.2125%

SET \$ 20,741.94 1.60%

I. Distribution determined by Unit:

RAF applied on-schedule to current salary schedule.

11-16-15  
Unit Approval - Date

[Signature]  
GCCCD Approval - Date

[Signature]  
11/19/15

II. SET distribution – SET is distributed as an on-schedule salary adjustment.

III. Implementation Processing:

- Increase current 1/01/2015 Confidential Administrators salary schedule by 4.2125% + 1.60% = 5.8125%, to be effective January 1, 2016.
- Apply updated pay rate on January 2016 payroll.

Reviewed in Closed Session on \_\_\_\_\_, the Governing Board \_\_\_\_\_

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

RESOURCE ALLOCATION FORMULA (RAF)

And

SALARY EQUITY TASKFORCE (SET)

2015 – 2016 ALLOCATIONS

Unit: Confidential Employees

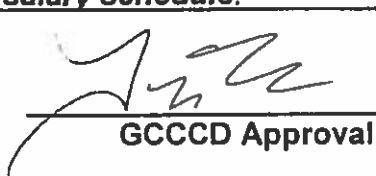
Calculated Amount: RAF \$ 26,645.00 4.2125%

SET \$ 7,735.14 1.34%

I. Distribution determined by Unit:

RAF applied on-schedule to current salary schedule.

 11/17/15  
Unit Approval - Date

 11/18/15  
GCCCD Approval - Date

II. SET distribution – SET is distributed as an on-schedule salary adjustment.

III. Implementation Processing:

- Increase current Confidential Employee salary schedule by 4.2125% + 1.34% = 5.5525%, to be effective 1/01/2016.
- Apply updated rates on January 2016 payroll.

Reviewed in Closed Session on \_\_\_\_\_, the Governing Board \_\_\_\_\_

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

RESOURCE ALLOCATION FORMULA (RAF)

And

SALARY EQUITY TASKFORCE (SET)

2015 – 2016 ALLOCATIONS

Unit	<u>Chancellor's Cabinet</u>	
Calculated Amount	RAF <u>\$54,639</u>	4.2125%
	SET <u>\$13,535.75</u>	1.27%

I. Distribution determined by Unit:

President and Chancellor receive 2.4249% increase to current rates (RAF 1.1549% + SET 1.27%)

Vice Chancellors receive 14.9872% increase to current rates (RAF 13.7172% + SET 1.27%)

  
Cabinet Approval - date

  
GCCCD Approval - date

II. Implementation Processing:

- Chancellor – increase current rate by  $1.1549\% + 1.27\% = 2.4249\%$ , to be effective 1/1/2016
- Presidents – increase current rate by  $1.1549\% + 1.27\% = 2.4249\%$ , to be effective 1/1/2016
- Vice Chancellors – increase current rate by  $13.7172\% + 1.27\% = 14.9872\%$ , to be effective 1/1/2016
- Apply updated pay rates on January 2016 payroll.

Reviewed in Closed Session on \_\_\_\_\_, the Governing Board \_\_\_\_\_

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

RESOURCE ALLOCATION FORMULA (RAF)

And

SALARY EQUITY TASKFORCE (SET)

2015 – 2016 ALLOCATIONS

Unit: CSEA

Calculated Amount: RAF \$ 835,780 4.2125%

SET \$ <u>81,447</u>	2013-14 SET
<u>116,350</u>	2014-15 SET
<u>209,585</u>	2015-16 SET
<u>407,382</u>	Combined impact 2.05%

I. Distribution determined by Unit:

RAF applied on-schedule to current salary schedules – per below.

  
Unit Approval - Date 11/17/15

  
GCCCD Approval – Date 11/19/15

II. SET distribution – Cumulative impact of three years applied on schedule to current salary schedules per below.

III. Implementation Processing:

- Increase the current 1/01/2015 Classified Employees salary schedules (excluding employees paid per Side Letter/ranking \$ positions at bottom of schedule) by  $4.2125\% + 2.05\% = 6.2625\%$ , to be effective 1/01/2016.
- Increase employees paid per Side Letter positions by 4.2125%.
- Apply updated pay rates on January 2016 payroll.

Reviewed in Closed Session on \_\_\_\_\_, the Governing Board \_\_\_\_\_

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

RESOURCE ALLOCATION FORMULA (RAF)

And

SALARY EQUITY TASKFORCE (SET)

2015 – 2016 ALLOCATIONS

Unit: Governing Board

Calculated Amount: RAF \$ 1,686 4 2125%

SET \$ n/a

I. Distribution determined by Unit:

Apply RAF funds to increase the Student Governing Board Members  
monthly pay.

  
Governing Board Approval - Date 11/17/15

  
GCCCD Approval - Date 12/5/15

II. Implementation Processing:

- Increase Student Governing Board Members monthly pay from \$321 to \$391.
- Apply updated pay rates in January 2016.

Reviewed in Closed Session on \_\_\_\_\_, the Governing Board \_\_\_\_\_

10

