



GROSSMONT-CUYAMACA  
COMMUNITY COLLEGE DISTRICT

### Salary Equity Taskforce

**Charge**

- Take existing data
- Update and verify
- Identify greatest outliers and greatest needs
- Analyze costs for implementation
- Draft solutions for each challenge (problem may be with a whole schedule, with a single classification, or with a single job)
- Develop district-wide plan for addressing salary equity for all employee groups, including phasing and communication

### NOTES

**Tuesday, December 17, 2013, 4:00 – 5:30 PM  
Chancellor’s Conference Room**

**Members:**

Cindy Miles, Chancellor  
 Marsha Edwards, VCHR  
 Tim Corcoran, AVCHR  
 Alicia Munoz, Academic Senate Representative  
 Scott Thayer, Student Services Representative  
 Jim Mahler, AFT

Rocky Rose, CSEA  
 Michael Copenhaver, Admin Association  
 Sue Rearic, Chancellor’s Cabinet Representative  
 Tim Flood, Confidential Administrators  
 Paula Tillery, Confidential Employees

**Invited:** Will Pines for Rocky Rose (absent); Steve Baker for Michael Copenhaver (absent)

Agenda Items	Follow-Up/Action
1. Welcome and Introductions	Cindy welcomed members and introductions were made.
2. Review <a href="#">Notes</a> from May 10, 2013, Meeting	<p>Review Notes from May 10, 2013 Meeting:</p> <ul style="list-style-type: none"> <li>▪ The SET intranet site was shown to the group. All previous meeting agendas, notes, and documents are posted.</li> <li>▪ The team reviewed the charge and composition.</li> <li>▪ The purpose of having an academic and student services representative on the committee is ensuring that we are always looking through the lens of student success and keeping our focus is on student learning.</li> <li>▪ We reviewed the agreed goals and the need to address the salary schedules.</li> </ul> <p>Tim Corcoran gave an update on the progress to date.</p> <ul style="list-style-type: none"> <li>▪ He has met with all bargaining and meet and confer groups to review their data.</li> <li>▪ Had good discussions with each group.</li> <li>▪ Finalization of the few outstanding items should be concluded in January.</li> </ul>

	<p><b>The team discussed next steps:</b></p> <ul style="list-style-type: none"> <li>▪ We will reach consensus with each group on its percentage away from the benchmark median.</li> <li>▪ We will look overall to see how far off each Salary Schedule is away from the percentage.</li> <li>▪ There will be a spectrum of percentages from the median, and we will need to review the available money and how the money will be distributed.</li> <li>▪ We discussed the philosophy of addressing the greatest needs first. Raises should be proportional to needs. All groups below the median will be advanced, but those furthest from the median will receive higher proportions of available funds.</li> <li>▪ Salaries are a districtwide problem and are connected. There are many interdependencies amongst all employee groups, and our salary schedules affect everything in the organization.</li> </ul>
<p>3. Process for Funding</p>	<p>Reviewed the RAF graph as it relates to funding for SET.</p> <ul style="list-style-type: none"> <li>▪ The Governing Board supports this approach for SET funding.</li> <li>▪ \$233,366 is dedicated to SET this year.</li> <li>▪ Salary increases under the RAF are effective January 1, 2014, and going forward. They are not retro back to July 1, 2013.</li> <li>▪ The 4% budget deficit was built into the budget this year, which will provide funding this year.</li> <li>▪ Our hope is that we can take our recommendation to the Governing Board very quickly – the money is ready.</li> <li>▪ We will be monitoring the budget proposition from the Governor and P1. We may have additional money to consider but we cannot make that commitment yet.</li> <li>▪ We have an on-going dedication of funds, and we expect future allocations will increase based on COLA and growth.</li> <li>▪ The 7.5% is a fixed amount in the RAF dedicated to SET and nothing is deducted from that amount.</li> </ul>
<p>4. Q&amp;A</p>	<ul style="list-style-type: none"> <li>▪ Can groups see other group’s percentages? We are still working out the details but once we agree to the specifics with each unit, we will be able to share the data.</li> <li>▪ When do we update the benchmark data? We will need to update/review the data again in 2-3 years.</li> <li>▪ Realistic expectations were discussed – the amount this year dedicated to SET is less than 0.5% but the hope is that this will be larger in years going forward.</li> <li>▪ We are putting the framework together now and systematically establishing a way to meet our long term goal.</li> </ul> <p>Cindy thanked the committee and is very proud of the group and the work that has been completed.</p>
<p><b>5. Next Meeting</b></p>	<p>Monday, February 10, 2014, at 4:30 PM, location TBD.</p>

**Total Compensation Goal:**

- Competitive compensation (50<sup>th</sup> percentile of benchmark group)
- Excellent health and welfare benefits
  - Start with greatest need (based on variance below peer group, hiring challenges, availability of qualified applicants, critical effect on institution's ability to meet its mission)
  - Focus on student learning and success

**STEPS:**

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