

Table Talk

Employee Input?

Transparency?

Communication?

Management is doing things right; leadership is doing the right things.

Peter Drucker

Board Meeting—July 17

CFCE Compensation Proposal for the IT Reorganization

Any employee who is slated to be Y-rated as a result of the District’s July 1, 2013 IT reorganization shall have their respective salaries “grandfathered” to their pay range in effect as of June 30, 2013.

Retroactive to July 1, 2013, employees who are not at step five of their classification shall receive their individual steps, due on a yearly basis, until they reach step five of their previous pay range.

All future salary schedule increases shall apply to these employees respective pay ranges.

(The above proposal will be discussed with the Board in closed session on July 17, 2013)

Coast Federation of Classified Employees

Negotiation Team:

Ann Nicholson	President
Connie Marten	Chief Negotiator
Sheryl Area	OCC, VP
Frank Oppedisano	CFT Field Rep

Articles Opened CFCE

- Article 7 – Employee Status
- Article 10 – Performance Appraisal
- Article 12 - Reclassification
- Article 17 – Leaves of Absence
- Article 19 – Salaries
- Article 26 – Non Discrimination, Equal Employment Opportunity, Harassment, and ADA

Articles Opened District

- Article 7 – Employee Status
- Article 10 – Performance Appraisal
- Article 17 – Leaves of Absence
- Article 18 – Professional Development
- Article 19 – Salaries
- Article 20 – Employee and Dependent Benefits
- Article 21 – Retirement
- Article 22 – Disciplinary Procedures

Y

What is -Rated?

Article 11.4 B

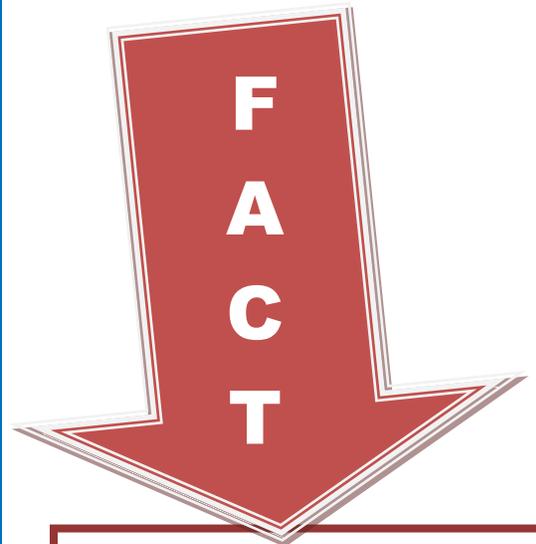
If a classified employee is *reassigned to a position at a lower range*, as a result of reorganization, she/he shall be Y-rated. The classified employee also shall be given recall rights for a period of 39 months to a vacant position in her/his former classification.

Note:

CFCE's position is that employees were not reassigned to a new position. The only thing new is the Y-rating. The employees are doing the same job with an updated job description that has a new title and a new range of pay.

Training

The District has a shared interest with CFCE to insure that all employees get adequate training prior to implementing new job duties that have been added to the extremely broad job descriptions received July 1. Employees can expect managers to sit down individually with each employee to work together on the training options available.



“No employee will be financially harmed???”

The employees (E-59) the District wants to Y-rate will lose **\$3,722** if the salary schedule gets just a 1% raise over the next 5 years.

The employees (E-59) who were at step 3 as of June 30, 2013 will lose **\$6,856.00** over the next 5 years because they would not be able to move up to the next step on the salary schedule.