

**Compensation Study Proposal  
September 16, 2015**

The 2015 Compensation Study adjustments will be implemented as follows:

a. The attached worksheets will govern the implementation of the range adjustment increases for the Compensation study.

b. New and vacant positions in classifications that are being adjusted to higher ranges shall be posted at the same level as incumbents and will be phased in consistent with this Agreement.

c. The District agrees not to y-rate incumbents in positions that were determined by the study to be above the median. This results in incumbents being grandfathered for their current positions. The District will adjust the classification to the new range for all new and vacant positions in these classifications beginning with new recruitments following Board approval of this Agreement. Vacant positions will be adjusted to their new range regardless of whether current employees apply for those positions (grandfathering does not follow an employee to a new classification.)

d. As part of this Agreement the new job descriptions are approved.

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## Employee Categories

- A - Employees in classes with no salary range change on the classification/compensation study.
- B - Employees who are in classes that were moved to a higher salary range as a result of the classification/compensation study.
- C - Employees hired in classes where the salary range was decreased on the classification study.\*
- D - Grandfathered employees – Employees who are in classes where the salary range was decreased on the classification study. These employees are compensated on the salary range in effect before July 1, 2016.\*

*\* New ranges apply to all hires, reclassifications, working out of classification assignments, demotions or promotions.*

Step Advancement – Step advancement will take place on the employee’s anniversary date in accordance with Article 15 of the collective bargaining agreement between Service Employees International Union, Local 1021, and Chabot-Las Positas Community College District.

### Three-Year Implementation

As a result of the classification/compensation study, there are recommendations to increase compensation for some employees anywhere from 1-7 ranges. Employees will move between ranges over one, two, or three years. Range increases are effective on July 1, 2016, July 1, 2017, and July 1, 2018. Movement between ranges will be to the same step, and will be implemented as follows:

- One-range increase: All employees in a class that is recommended for only a single range increase will be moved to the same step in the new range in the first year.
- Two-range increase: All employees in a class that is recommended for an increase of two ranges will move up one range in the first year and to the final range in the second year.
- Three-range increase: All employees in a class that is recommended for an increase of three ranges will move up one range in the first year, one range in the second year, and to the final range in the third year.
- Four-range increase: All employees in a class that is recommended for an increase of four ranges will move up two ranges in the first year, one range in the second range, and to the final range in the third year.
- Five-range increase: All employees in a class that is recommended for an increase of five ranges will move up two ranges in the first year, two ranges in the second year, and to the final range in the third year.
- Six-range increase: All employees in a class that is recommended for an increase of six ranges will move up two ranges in the first year, two ranges in the second year, and to the final range in the third year.
- Seven-range increase: All employees in a class that is recommended for an increase of seven ranges will move up two ranges in the first year, two ranges in the second year, and to the final range in the third year.

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Range Advancement Table

	Year 1	Year 2	Year 3
1 Range	1	0	0
2 Ranges	1	1	0
3 Ranges	1	1	1
4 Ranges	2	1	1
5 Ranges	2	2	1
6 Ranges	2	2	2
7 Ranges	2	2	3

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