

LOS ANGELES COMMUNITY COLLEGE DISTRICT
PERSONNEL COMMISSION

LAW AND RULES

570
May 12, 1983

570 COMPENSATION

Education Code Section 88076

88076. Establishment of Classified Service; Positions Excluded. (a) The commission shall classify all employees and positions within the jurisdiction of the governing board or of the commission, ... "To classify" shall include, ... arranging classes into occupational hierarchies, determining reasonable relationships within occupational hierarchies, ...

Education Code Section 88080

88080. Power of Personnel Commission to Prescribe and Amend Rules. (a) The commission shall prescribe, amend, and interpret, ... rules

Education Code Section 88081

88081. Subjects of Rules. (a) The rules shall provide for the procedures ... regarding ... compensation within classification,

Education Code Section 88087

88087. Salary Schedules for Classified Service. The commission shall recommend to the governing board salary schedules for classified service. The governing board may approve, amend, or reject these recommendations. No amendment shall be adopted until the commission is first given a reasonable opportunity to make a written statement of the effect the amendments will have

CHANGES:

Adds Education Code Section 88076. Reflects 1976-77 changes in renumbering Education Code Sections from 13713, 13714, and 13719, and 13601.5 to 88080, 88081, 88087, and 88161, respectively. Deletes Section 88161. Adds topical headings as compiled by the 1982 Legislative Counsel. Amends Section 88080 to clarify that the Personnel Commission interprets its rules.

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upon the principle of like pay for like service. No changes shall operate to disturb the relationship which compensation schedules bear one another, as the relationship has been established in the classification made by the commission.

- A. The salary policy adopted by the Personnel Commission is intended to be compatible with the interests of all parties thereby allowing the Board of Trustees and the Personnel Commission to carry out their respective responsibilities and to recognize the intent of the law concerning collective bargaining. The Personnel Commission staff shall obtain data on salaries and fringe benefits paid for jobs comparable to those found in the classified service. The data from these surveys will be made available to all interested parties.
- B. Upon the written requests of the representative of the Board of Trustees and the exclusive representative for a represented unit, the Personnel Commission will not publish salary recommendations for the classes in such unit. The Personnel Commission will defer presenting salary recommendations for the confidential classes which have counterpart classes in a represented unit, or any other salary recommendations which might intrude upon the collective bargaining process until an agreement is reached or until the last Board of Trustees meeting prior to July 1.
- C. The Personnel Commission shall transmit its consensus on salary recommendations to the Chancellor. The latter, in his dual capacity as Secretary to the Board of Trustees and Chief Administrative Officer of the District, may determine if such communication shall be presented to the Board of Trustees in open session or closed session. The report of classified salary recommendations shall not become a public report until it is formally received by the Board of Trustees.
- D. The Personnel Commission will review the negotiated salaries to assure that they would not operate to disturb the relationships between the classes in an occupational grouping as those relationships have been established in the classification plan developed by the Personnel Commission.

CHANGES:

Provides procedural detail to implement rule.