

LOS ANGELES COMMUNITY COLLEGE DISTRICT  
PERSONNEL COMMISSION

589

LAW AND RULES

December 4, 2003

589 SALARY DIFFERENTIAL FOR CERTAIN SYSTEMS MODERNIZATION PROJECT  
ASSIGNMENTS

Education Code Sections

**88080. Power of personnel commission to prescribe, amend and interpret rules.**

(a) The commission shall prescribe and, amend, and interpret subject to this article, such rules as may be necessary to insure the efficiency of the service and the selection and retention of employees upon a basis of merit and fitness. The rules shall not apply to bargaining unit members if the subject matter is within the scope of representation, as defined in Section 3543.2 of the Government Code, and is included in a negotiated agreement between the governing board and that unit. The rules shall be binding upon the governing board, but shall not restrict the authority of the governing board provided pursuant to other sections of this code.

(b) No rule or amendment which would affect classified employees who are represented by a certified or recognized exclusive bargaining representative shall be adopted by the commission until the exclusive bargaining representative and the community college employer of the classified employees who would be affected have been given reasonable notice of the proposal.

**88081. Subjects of rules.**

(a) The rules shall provide for the procedures to be followed by the governing board as they pertain to the classified service regarding applications, examinations, eligibility, appointments, promotions, demotions, transfers, dismissals, resignations, layoffs, reemployment, vacations, leaves of absence, compensation within classification, job analyses and specifications, performance evaluations, public advertisement of examinations, rejection of unfit applicants without competition, and any other matters necessary to carry out the provisions and purposes of this article.

(b) With respect to those matters set forth in subdivision (a) which are a subject of negotiation under the provisions of Section 3543.2 of the Government Code, such rules as apply to each bargaining unit shall be in accordance with the negotiated agreement, if any, between the exclusive representative for that unit and the public school employer.

**88182. Differential compensation for certain duties.** The governing board of any community college district may provide differential compensation to those classified employees who perform duties of a distasteful, dangerous, or unique nature when, in the opinion of the board, such compensation is reasonably justified.

In the merit system district, such differentials shall be based upon findings and recommendations of the personnel commission and shall not be applied in a manner contrary to the principle of like pay for like service.

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- A. An employee assigned full-time to the systems modernization project with responsibility for one of the functional areas of personnel administration, payroll administration, benefits administration, or employee and manager self-service, shall be paid a salary differential of 5.5% above his/her current rate of pay.
- B. The salary differential shall be determined from the salary schedule step placement of the employee after all other types of compensation above the basic salary schedule rate have been removed. After determining the new rate of pay, the other types of compensation shall be added to such new salary rate.
- C. The differential authorized under this rule shall not affect salary step advancement, promotion, or classification status of an employee.
- D. This rule shall have no force and effect upon employees of any collective bargaining unit to the extent that the provisions of this rule are negotiable.
- E. The District and the Personnel Commission shall mutually agree to the administrative procedures necessary to implement the provisions of this rule.