

LOS ANGELES COMMUNITY COLLEGE DISTRICT
PERSONNEL COMMISSION

595

LAW AND RULES

April 17, 2008

595 SALARY DIFFERENTIAL FOR MULTIPLE COLLEGE RESPONSIBILITY

Education Code Sections

88080. Power of Personnel Commission to Prescribe and Amend Rules. (a) The commission shall prescribe, amend, and interpret, subject to this article, such rules as may be necessary to ensure 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.

- A. A management employee serving in a class which is defined by the Personnel Commission as a class with responsibility for supervising a function or activity specific to a single college location and who is assigned responsibility for supervising such function or activity at more than one college location shall receive differential compensation which is equal to two steps of 5.5 percent each above the current rate of pay.
- B. This differential shall be of a temporary nature. Its purpose is to cover the transition period as individual positions are assigned multi-college responsibilities but the multi-college class concept has not been incorporated into the class description and salary allocation for the class.

CHANGES:

Add paragraph B. to clarify the temporary nature of the differential.

Remove November 17, 1994 Page 1 of 2

Add April 17, 2008

LOS ANGELES COMMUNITY COLLEGE DISTRICT
PERSONNEL COMMISSION

595

LAW AND RULES

April 17, 2008

- C. 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.
- 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. To qualify for the salary differential:
1. The employing college or division shall prepare a Request for Multiple College Responsibility Salary Differential (Form PC 595).
 2. The employing college or division shall forward copies of Form PC 595 to the Personnel Commission for final approval.

CHANGES:

Add paragraph E. to include a procedure and form to process a request for the differential.

Remove November 17, 1994 Page 2 of 2

Add April 17, 2008