

LOS ANGELES COMMUNITY COLLEGE DISTRICT  
PERSONNEL COMMISSION

594

LAW AND RULES

August 28, 2024

**594 CAREER INCREMENT DIFFERENTIALS FOR UNREPRESENTED EMPLOYEES UPON APPOINTMENT TO POSITIONS**

**Education Code Section(s)**

**88080.** (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.** (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, demotions, promotions, 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. Unrepresented employees are defined in this rule as employees appointed to a management or confidential position. Appointments to positions are defined as a promotion, reclassification, return to former class, change to a related class, reinstatement, or demotion.
- B. Represented employees who are receiving a career increment differential, under the provisions of a collective bargaining agreement, at the time they are appointed to a regular position in an unrepresented management or confidential class, shall continue to receive such differential until such time as they become eligible to receive a career increment differential which equals or exceeds the amount of their career increment differential carried over from the represented position.

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- C. Unrepresented management or confidential employees who are receiving a career increment differential at the time they are appointed to a regular position in a different unrepresented category shall continue to receive such differential until such time as they become eligible to receive a career increment differential which equals or exceeds the amount of their career increment differential in the former category.
- D. Represented or unrepresented employees who are receiving a career increment differential at the time they are appointed to a regular position in an unclaimed class shall continue to receive such differential until the class is claimed.
- E. The provisions of this rule do not apply to temporary appointments as defined in Rule 671 LIMITED-TERM ASSIGNMENTS AND APPOINTMENTS. Regular employees serving in a temporary assignment shall maintain their career increment differential from their underlying regular assignment.