

# Management Proposal

## Article 18

11.13.23

Black = current contract language

Red = union proposed changes

Blue = management proposed changes

Green = accepted language

### **ARTICLE EIGHTEEN – ~~JOB FAMILY, CLASSIFICATION, & COMPENSATION TASK FORCE AND COMPENSATION STUDY~~**

- 18.1 **The College and the Union agrees to contract with an external consultant to complete a comprehensive review of the job families, job classifications, and compensation (classification/compensation study). Upon completion of the work by the consultant, the College and the Union agree to begin bargaining implementation. This task force will be composed of three (3) subject matter experts, three (3) representatives of the College, and three (3) representatives of the Union. Each group of three (3) shall contain members from at least two (2) different departments. Before the conclusion of negotiations, the bargaining teams will agree on three (3) subject matter experts, at least two (2) of whom must be classified employees. The teams will also put forward three (3) names each for their representatives on the task force before the end of negotiations.**
- ~~18.2 This task force shall begin meeting within two (2) weeks of ratification. The task force shall:~~
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  - ~~18.2.1 within three (3) months of ratification and every three (3) months after that, present a report to the Union and the College regarding progress~~
  - ~~18.2.2 within three (3) months of ratification, make a decision to either pursue an outside contractor to complete the study or to develop an ongoing review and update process using internal resources~~
    - ~~18.2.2.1 If using an outside contractor, the contractor will be hired within one (1) year of ratification, with a target implementation date of two (2) years of ratification~~
    - ~~18.2.2.2 If using an internal process, a plan will be presented to the college and union within one (1) year of ratification, with initial classifications reviewed within two (2) years of ratification~~
- 18.3 **Regardless of method, following revision of classifications or families, the college and union will then proceed to assess compensation.**
- 18.4 **Following adoption of the revision of classifications or families, the taskforce will develop and implement a plan for ongoing maintenance of the classification and family system, with a goal of a complete review of all classifications every five years.**
- 18.5 **Classified employees on this task force shall have at least four (4) hours per month to meet with the task force automatically approved by their supervisor and an adjustment to their job duties adjusted accordingly.**