

## OHLONE COMMUNITY COLLEGE DISTRICT

## MEMORANDUM

TO: Board of Trustees

FROM: Dr. Eric Bishop

DATE: July 14, 2021

SUBJECT: Approval of an across-the-board 2021-22 funded COLA to be applied to the Unrepresented Employee Salary schedule effective July 1, 2021 and the implementation of the 2020-21 Classification Study

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Administrators, managers, supervisors and non-exempt confidential employees (DDAS) are unrepresented and governed by Board Policies: 7240, 7250 and 7260. As such, the Superintendent/President is recommending the following economic changes to reflect similar agreements with the classified unions:

1. Funded COLA for 2021-22 will be provided as across-the-board on-going salary increase effective July 1, 2021 for all Management employees.
2. Implementation of the comprehensive 2020-21 Classification and Compensation Study, effective July 1, 2021.

The cost to implement the across-the-board salary changes and the classification study for Fiscal 2020-21 on the General Fund is approximately \$697,394 on-going. These estimates and subsequent actual impact on the 2021-22 budget will be reflected in the 2<sup>nd</sup> quarter budget update for the Board of Trustees.

Unrepresented employees recognize the importance of all employees working together to achieve the goals of the new funding formula. Further, they recognize that the effects of the funding formula after the “hold harmless” period may have severe negative impacts on the district’s funding. The employees understand that on-going pay increases are subject to the district’s ability to sustain the additional cost.

RECOMMENDATION

The Superintendent/President recommends the above changes for unrepresented employees effective July 1, 2021.