



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

Salary Equity Taskforce

Charge

- Take existing data
- Update and verify
- Identify greatest outliers and greatest needs
- Analyze costs for implementation
- Draft solutions for each challenge (problem may be with a whole schedule, with a single classification, or with a single job)
- Develop district-wide plan for addressing salary equity for all employee groups, including phasing and communication

Meeting Agenda

Wednesday, February 26, 2014, 3:00 – 5:00 PM
Chancellor’s Conference Room

Members:

Cindy Miles, Chancellor
Marsha Edwards, VCHR
Tim Corcoran, AVCHR
Alicia Munoz, Academic Senate Representative
Scott Thayer, Student Services Representative
Jim Mahler, AFT

Rocky Rose, CSEA
Michael Copenhaver, Admin Association
Sue Rearic, Chancellor’s Cabinet Representative
Tim Flood, Confidential Administrators
Paula Tillery, Confidential Employees

Absent: Tim Corcoran, Scott Thayer

Invited:

Agenda Items	Follow-Up/Action
1. Welcome and Introductions	
2. Review Notes from December 17, 2013, Meeting	
3. Overview, Approach, Data	
4. Discussion & Recommendations	
5. Next Meeting	

Total Compensation Goal:

- Competitive compensation (50th percentile of benchmark group)
- Excellent health and welfare benefits
 - Start with greatest need (based on variance below peer group, hiring challenges, availability of qualified applicants, critical effect on institution’s ability to meet its mission)
 - Focus on student learning and success

STEPS:

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