Joint Communique
Regarding the Hay Study

June 24, 2008 – CSEA Chapter 36 and the Santa Monica Community College District are pleased to announce a Memorandum of Understanding (MOU) on salary ranges following implementation of the Hay reclassification study. The Hay Study began in 2001 and has taken much longer than anyone expected.

The parties were committed to making the final agreement fair and understandable. Therefore, after several months of reviewing various conflicting scenarios, we decided to keep existing ranges in most cases. In a few cases there were inconsistencies -- such as where people in the same job classification were doing the same work, but had a different salary range. The District and the Association agreed to fix these inconsistencies by adjusting salary ranges.

IF YOUR JOB CLASSIFICATION IS NOT SPECIFICALLY LISTED IN THE MOU, THEN YOUR SALARY RANGE IS UNCHANGED.

There are some classifications that will be the subject of further analysis. The parties jointly agreed to refer six classifications to the Personnel Commission for further study and evaluation. And the parties have agreed to discuss possible market adjustments for a number of job classes that remain under market.

The District and the Association are aware that there has been much discussion about Y-rating. Hay was recommending that 150 people or more be Y-rated. After a great deal of joint effort by both teams, in the final MOU, only a very small number of unit members (17 people) will be Y-rated.

What is Y-rating? Section 12.2.13 of the Merit Rules explains --

A Y-rate shall be defined as a salary range, step or rate which is frozen because the salary amount is above the current approved rate. Off-schedule pay, including longevity increments and differentials, shall not be included in the y-rated salary.

No one’s current salary will be reduced.

In sum, every unit member has already benefited from salary increases agreed in the new contract. Under the terms of the MOU, most unit members will also receive a share of the $750,000 to be applied to the salary schedule for the 2008-2009 fiscal year, and some unit members will receive additional increases reflecting equal work for equal pay.
The MOU will be submitted for ratification by the chapter membership and the college’s Board of Trustees as soon as possible after full ratification. The third installment of $750,000 of the overall $2.25 million increase agreed to in the contract for the Hay study will be applied on schedule as per the contract. As soon as Payroll is able to calculate the increases, they will implement the salary adjustment. They will also issue retroactive checks for all unit members whose ranges will be increased under the MOU.