



STATE OF CONNECTICUT

BOARD OF TRUSTEES

FOR THE STATE COLLEGES

1280 ASYLUM AVENUE HARTFORD, CONNECTICUT 06105

RESOLUTION

concerning

FINANCIAL ADJUSTMENT FOR CERTAIN UNCLASSIFIED EMPLOYEES

who are

NON-TEACHING PROFESSIONALS

May 10, 1974

- WHEREAS, Neighboring states have moved ahead of Connecticut in the level of salaries paid for comparable positions, thereby weakening our State's competitive position in the recruitment and retention of non-teaching professionals, and
- WHEREAS, Certain employees in these positions received no increment during the fiscal year 1973-1974 because they had previously reached the final step for their salary group, and
- WHEREAS, Proposed salary adjustments have been submitted to the Commission for Higher Education for consideration and recommendations with the expectation that recommendations will be made by the Commission at its May meeting, and
- WHEREAS, Both the effective date of the proposed salary adjustments and the closing date for transactions of the current fiscal year are rapidly approaching, making it necessary for the Board of Trustees to act without delay; therefore, be it
- RESOLVED, 1. That, should the Commission recommend that the Board not approve its proposed salary changes as indicated for all or any of the positions in the following listing the Board will delay action on all or any such positions for which the Commission does not recommend Board approval until the Board has reexamined its proposals in light of the Commission's recommendation.

2. That, should the Commission recommend that the Board approve any or all of the salary changes indicated on the following listing, thereby confirming the Board's own finding that such a change or changes are fitting and proper the Board, exercising the authority provided in Section 10-109b of the General Statutes, declares that such positions which are recommended for approval by the Commission are so approved and shall be changed in salary schedule as indicated on the following listing and that such changes shall be implemented as specified in the addendum to this resolution.

a. The salary group for Director of Admissions shall be changed to a range of 27 through 29 from the present level of 28.

b. The salary group for Director of Data Processing shall be raised to a range of 27 through 29 from the present level of 27.

c. The salary group for Director of Evening Division and Extension shall be raised to a range of 28 through 30 from the present level of 27.

d. The salary group for Director of Housing shall be raised to a range of 24 and 25 from the present level of 24.

e. The salary group for Director of Public Affairs shall be changed to a range of 25 through 27 from the present level of 26.

f. The salary group for Director of Research shall be raised to a range of 30 and 31 from the present level of 30.

g. The salary group for Director of Television shall be changed to a range of 25 through 27 from the present level of 26.

h. The salary group for Registrar shall be raised to a range of 26 and 27 from the present level of 26.

3. That, persons employed in these positions who were otherwise eligible for salary increments but who were denied such increments because they reached the maximum steps in their salary groups prior to June 22, 1973, may receive the above financial adjustments effective October 12, 1973, in accordance with the guidelines in the addendum to this resolution, and, if at a step which is less than the maximum of the new salary group, may receive an increment of the new salary group effective June 21, 1974.

4. That, those persons who had not reached the maximum steps in their salary groups prior to June 22, 1973, may receive the above financial adjustments effective June 21, 1974, in accordance with the guidelines in the addendum to this resolution.

5. That, the foregoing statements notwithstanding, no person shall have his salary group advanced beyond the level in effect on the date of passage of this resolution and no person shall receive an adjustment to a higher salary level unless he is recommended for such advancement and salary adjustment by the appropriate College President. The present salary group shall be retained for those persons who are not granted an increase by virtue of this resolution.

6. That, the financial adjustments provided by this resolution shall be in addition to any general salary increase or cost-of-living adjustment granted to State employees by action of the 1974 General Assembly, and shall be in lieu of any salary increase authorized by any other Board policy except for those increases resulting from promotions.

ADDENDUM

to

RESOLUTION #74-15 of MAY 10, 1974

concerning

FINANCIAL ADJUSTMENT FOR UNCLASSIFIED EMPLOYEES

who are

NON-TEACHING PROFESSIONALS

1. All eligible employees, who have not benefited under Section 2 of this resolution, may be placed on that step which provides the immediately higher salary than the salary from which advanced, after augmentation by the amount of one increment of the higher salary group, except that a second increment of the higher salary group shall be added when the resulting increase in the annual salary rate would be less than the sum of an annual increment of the salary group from which advanced plus \$121.00. The maximum increase, including annual increments, shall not exceed those provided in the following table.

Present Salary

Salary Effective June 21, 1974

a. Director of Admissions

| | | |
|-------------------------|----|--------------------------|
| Salary Group 28, Step 1 | to | Salary Group 29, Step 2 |
| Salary Group 28, Step 2 | to | Salary Group 29, Step 3 |
| Salary Group 28, Step 3 | to | Salary Group 29, Step 4 |
| Salary Group 28, Step 4 | to | Salary Group 29, Step 5 |
| Salary Group 28, Step 5 | to | Salary Group 29, Step 6 |
| Salary Group 28, Step 6 | to | Salary Group 29, Step 7 |
| Salary Group 28, Step 7 | to | Salary Group 29, Step 7* |

b. Director of Data Processing

| | | |
|-------------------------|----|-------------------------|
| Salary Group 27, Step 1 | to | Salary Group 29, Step 1 |
| Salary Group 27, Step 2 | to | Salary Group 29, Step 2 |
| Salary Group 27, Step 3 | to | Salary Group 29, Step 3 |
| Salary Group 27, Step 4 | to | Salary Group 29, Step 4 |
| Salary Group 27, Step 5 | to | Salary Group 29, Step 5 |
| Salary Group 27, Step 6 | to | Salary Group 29, Step 5 |
| Salary Group 27, Step 7 | to | Salary Group 29, Step 6 |

*Exception

Present Salary

Salary Effective June 21, 1974

c. Director of Evening Division and Extension

| | | |
|-------------------------|----|-------------------------|
| Salary Group 27, Step 1 | to | Salary Group 29, Step 1 |
| Salary Group 27, Step 2 | to | Salary Group 29, Step 2 |
| Salary Group 27, Step 3 | to | Salary Group 29, Step 3 |
| Salary Group 27, Step 4 | to | Salary Group 29, Step 4 |
| Salary Group 27, Step 5 | to | Salary Group 29, Step 5 |
| Salary Group 27, Step 6 | to | Salary Group 29, Step 6 |
| Salary Group 27, Step 7 | to | Salary Group 29, Step 7 |

d. Director of Housing

| | | |
|-------------------------|----|-------------------------|
| Salary Group 24, Step 1 | to | Salary Group 25, Step 1 |
| Salary Group 24, Step 2 | to | Salary Group 25, Step 2 |
| Salary Group 24, Step 3 | to | Salary Group 25, Step 3 |
| Salary Group 24, Step 4 | to | Salary Group 25, Step 4 |
| Salary Group 24, Step 5 | to | Salary Group 25, Step 5 |
| Salary Group 24, Step 6 | to | Salary Group 25, Step 6 |
| Salary Group 24, Step 7 | to | Salary Group 25, Step 7 |

e. Director of Public Affairs

| | | |
|-------------------------|----|-------------------------|
| Salary Group 26, Step 1 | to | Salary Group 27, Step 1 |
| Salary Group 26, Step 2 | to | Salary Group 27, Step 2 |
| Salary Group 26, Step 3 | to | Salary Group 27, Step 3 |
| Salary Group 26, Step 4 | to | Salary Group 27, Step 4 |
| Salary Group 26, Step 5 | to | Salary Group 27, Step 5 |
| Salary Group 26, Step 6 | to | Salary Group 27, Step 6 |
| Salary Group 26, Step 7 | to | Salary Group 27, Step 7 |

f. Director of Research

| | | |
|-------------------------|----|-------------------------|
| Salary Group 30, Step 1 | to | Salary Group 31, Step 2 |
| Salary Group 30, Step 2 | to | Salary Group 31, Step 3 |
| Salary Group 30, Step 3 | to | Salary Group 31, Step 4 |
| Salary Group 30, Step 4 | to | Salary Group 31, Step 4 |
| Salary Group 30, Step 5 | to | Salary Group 31, Step 5 |
| Salary Group 30, Step 6 | to | Salary Group 31, Step 6 |
| Salary Group 30, Step 7 | to | Salary Group 31, Step 7 |

g. Director of Television

| | | |
|-------------------------|----|-------------------------|
| Salary Group 26, Step 1 | to | Salary Group 27, Step 1 |
| Salary Group 26, Step 2 | to | Salary Group 27, Step 2 |
| Salary Group 26, Step 3 | to | Salary Group 27, Step 3 |
| Salary Group 26, Step 4 | to | Salary Group 27, Step 4 |
| Salary Group 26, Step 5 | to | Salary Group 27, Step 5 |
| Salary Group 26, Step 6 | to | Salary Group 27, Step 6 |
| Salary Group 26, Step 7 | to | Salary Group 27, Step 7 |

Present Salary

Salary Effective June 21, 1974

h. Registrar

| | | |
|-------------------------|----|-------------------------|
| Salary Group 26, Step 1 | to | Salary Group 27, Step 1 |
| Salary Group 26, Step 2 | to | Salary Group 27, Step 2 |
| Salary Group 26, Step 3 | to | Salary Group 27, Step 3 |
| Salary Group 26, Step 4 | to | Salary Group 27, Step 4 |
| Salary Group 26, Step 5 | to | Salary Group 27, Step 5 |
| Salary Group 26, Step 6 | to | Salary Group 27, Step 6 |
| Salary Group 26, Step 7 | to | Salary Group 27, Step 7 |

2. Incumbents of positions specified in the resolution, who fall within the provisions of Section 2 of the resolution, may be advanced as specified, and, if so advanced, shall be placed on the salary step which provides the immediately higher salary than the salary from which advanced, except that, when the resulting annual rate of benefit shall be \$120.00 or less, an increment of the higher salary group shall be added. The maximum increase, including annual increments, shall not exceed those provided in the following table.

Present Salary

Effective October 12, 1973

Effective June 21, 1974

a. Directors of Admission

| | | |
|----------------------------|----------------------------|----------------------------|
| Salary Group 28, Step 7 | Salary Group 29, Step 7 | Salary Group 29, Step 7 |
|----------------------------|----------------------------|----------------------------|

b. Directors of Data Processing

| | | |
|----------------------------|----------------------------|----------------------------|
| Salary Group 27, Step 7 | Salary Group 29, Step 4 | Salary Group 29, Step 5 |
|----------------------------|----------------------------|----------------------------|

c. Directors of Evening Division and Extension

| | | |
|----------------------------|----------------------------|----------------------------|
| Salary Group 27, Step 7 | Salary Group 29, Step 5 | Salary Group 29, Step 6 |
|----------------------------|----------------------------|----------------------------|

d. Directors of Housing

| | | |
|----------------------------|----------------------------|----------------------------|
| Salary Group 24, Step 7 | Salary Group 25, Step 6 | Salary Group 25, Step 7 |
|----------------------------|----------------------------|----------------------------|

e. Directors of Public Affairs

| | | |
|----------------------------|----------------------------|----------------------------|
| Salary Group 26, Step 7 | Salary Group 27, Step 6 | Salary Group 27, Step 7 |
|----------------------------|----------------------------|----------------------------|

f. Directors of Research

| | | |
|----------------------------|----------------------------|----------------------------|
| Salary Group 30, Step 7 | Salary Group 31, Step 6 | Salary Group 31, Step 7 |
|----------------------------|----------------------------|----------------------------|

Present Salary

Effective October 12, 1973

Effective June 21, 1974

g. Directors of Television

Salary Group 26,
Step 7

Salary Group 27,
Step 6

Salary Group 27,
Step 7

h. Registrars

Salary Group 26,
Step 7

Salary Group 27,
Step 6

Salary Group 27,
Step 7