



**Connecticut
State
University**

Central • Eastern • Southern • Western

BR#92-31

P.O. Box 2008, New Britain, Connecticut 06050
Phone: (203) 827-7700

Chairman
Board Of Trustees

RESOLUTION

concerning

REVISED BOARD POLICY

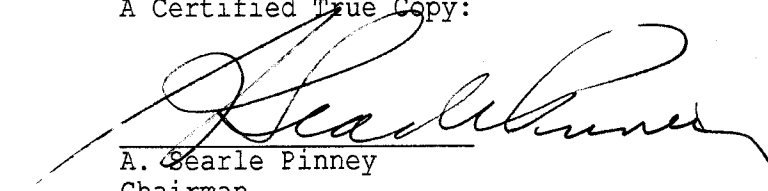
for

MANAGEMENT & CONFIDENTIAL PROFESSIONAL PERSONNEL
and
SUOAF-AFSCME ADMINISTRATORS

April 3, 1992

- WHEREAS, The Board of Trustees has determined that full authority to establish and refill positions will be placed at the campus level, within Board policy, and
- WHEREAS, The Board has decided to adjust its consideration of personnel policy in association with a new meeting schedule and budget cycle, and
- WHEREAS, The Board wishes to establish different parameters for control of expense associated with non-teaching professional and managerial employee groups, now therefore, be it
- RESOLVED, That notwithstanding prior resolutions to the contrary, the attached revised Board Policy is adopted.

A Certified True Copy:


A. Searle Pinney
Chairman



An Equal
Opportunity
Employer

REVISED BOARD POLICY FOR
Management & Confidential Professional Personnel
and
SUOAF-AFSCME Administrators

- 1.1 Management and Confidential Professional titles shall be associated with a salary range.
- 1.2 Recommendations for new job titles along with associated salary ranges for Management and Confidential Professional positions shall be submitted to the Board's Personnel and Employee Relations Committee prior to or at the April meeting each year. However, for FY 1992-93, campus spending plans submitted to the Executive Office may include new titles and appropriate funding.
- 1.3 Recommendations for revision of the salary ranges for Management and Confidential Professional personnel and such guidelines for salary adjustments as the Board shall care to establish shall be submitted to the Board's Personnel and Employee Relations Committee at their April meeting each year. The effective date of such salary adjustments shall be the first day of that pay period including July 1.
- 2.0 For informational purposes, each university shall submit a spending plan that presents a summary of projected expenditures and full-time positions by major fund source and WICHE program. The exact format for presenting the spending plan is to be developed by the Council of Administrative Vice Presidents.
- 2.1 Each university and the Board Office shall submit recommendations for the next fiscal year spending plan to a joint meeting of the Budget and Personnel and Employee Relations Committees in May each year. For Management and Confidential Professional personnel as a group, the spending plan shall include the number of personnel required, estimated cost including salary adjustments pursuant to guidelines and the percentage this expenditure represents of the All Funds spending plan for each university and the Board Office.
- 2.2 Each university and the Board Office shall submit as part of the spending plan the anticipated total budget for the SUOAF-AFSCME bargaining unit, including the number of personnel and the percentage this expenditure represents of the All Funds spending plan for each university and the Board Office.
- 3.0 Within the approved spending plan including percentage spending caps approved by the Board (2.1 and 2.2 above), each president shall have full authority to establish and refill positions as necessary.

All personnel actions must be reported on the monthly position status report and other forms used or required to report personnel actions to the Board Office and DAS.

- 4.0 Each president shall ensure adherence to the approved spending plan, including compliance with salary increase guidelines for Management and Confidential Professional personnel within prescribed salary ranges; and expenditure control within the percentage cap established for SUDOAF-AFSCME, and Management and Confidential Professional personnel categories.
- 4.1 The percentage caps on the spending plan may be adjusted during the fiscal year upon written request to the CSU President and subsequent approval. Such adjustments shall be reported to the Board.
- 5.0 Salary adjustments for the presidents shall be recommended to the Board by the CSU President. The Board shall determine the salary of the presidents following consultation with the CSU President. The Board shall determine the salary of the CSU President.
- 6.0 SUDOAF-AFSCME bargaining unit changes in titles, upgradings and staff reorganizations shall be requested in writing of the CSU President who may refer such matters to the Council of Deans of Personnel for advice. Approved changes shall be reported to the Personnel and Employee Relations Committee. Any upward adjustment in salaries must remain within the cap determined as part of the spending plan.