

RESOLUTION

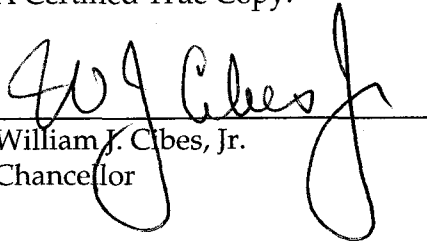
concerning

ANNUAL SALARY ADJUSTMENT POLICY FOR
MANAGEMENT & CONFIDENTIAL PROFESSIONAL PERSONNEL

November 6, 1998

- WHEREAS, Following a consistent policy on Management and Confidential Professional salary adjustments has benefited the Board, its employees, and fiscal planning; and
- WHEREAS, All Connecticut State University employees assigned work on a twelve-month basis, receive annual salary adjustments on a fiscal year calendar; and
- WHEREAS, Management and Confidential Professional Personnel are assigned administrative work on a twelve-month basis; now, therefore, be it
- RESOLVED, That the salary adjustment policy for Management and Confidential Professional Personnel continue to be administered in accordance with the requirements of BR#94-58 and BR#95-12 except that starting with Fiscal Year 1999-2000, the effective date of such increases shall be the beginning of the pay period which includes July 1.

A Certified True Copy:



William J. Cbes, Jr.
Chancellor

STAFF REPORT FINANCE, ADMINISTRATION & DEVELOPMENT COMMITTEE

ITEM

Annual Salary Adjustment Policy for Management & Confidential Professional Personnel

BACKGROUND

In May 1994, the Board of Trustees approved BR#94-58 establishing a consistent policy for Management and Confidential Professional annual salary adjustments. A year later, that policy was refined by BR#95-12 to incorporate the results of an objective job evaluation of all Management and Confidential Professional positions in the Connecticut State University System.

This salary adjustment process has been in place for five years. At the request of the Council of Presidents, the systemwide Council on Employee Relations reviewed the policy. After a thorough review, the findings of the Council on Employee Relations' were presented to the Council of Presidents at their May 13, 1998, meeting. It was determined that a single recommendation for change, following the 1998-99 Management & Confidential Professional salary adjustments, would be brought forward.

ANALYSIS

The policy on Management and Confidential Professional salary adjustments has met the goal of establishing a consistent and predictable procedure that controls expense and allows for budgetary planning. An additional goal of the salary adjustment policy was to ensure equity among the employees of the Connecticut State University System.

During the review, it was noted that all Connecticut State University employees assigned work on a twelve-month basis receive annual salary adjustments on a fiscal year calendar. Management and Confidential Professional Personnel are assigned administrative work on a twelve-month basis. Currently, however, the salary adjustments for this group of employees are based on the academic year and are effective in September, not July.

CHANCELLOR'S RECOMMENDATION

To ensure equity among the employees of Connecticut State University System, it is recommended that the effective date for the Management and Confidential Professional Personnel annual salary adjustments be the beginning of the pay period which includes July 1 starting with Fiscal Year 1999-2000.