



PALOMAR COLLEGE
COUNCIL OF CLASSIFIED
EMPLOYEES

CCE/AFT LOCAL 4522

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Dear Palomar Classified Employees:

Many of you have been anxiously awaiting the results of the District's Classification Study that was conducted by the Segal consulting firm. After several requests and over 2 years after its completion, the Council of Classified Employees has received an official copy of the Compensation Study Findings and Recommendations report and Palomar College Classification Study: Classified Positions spreadsheet. You can view this report and spreadsheet (without employee names and sorted by department & title) on the CCE website using the following link: www.palomarcceaft.org

After review of the documents provided to the CCE Negotiations Team the CCE cannot support the outcome of the study as shown in the Findings and Recommendation of the Classification Study report. We have raised several issues with those recommendations. Some of these issues are as follows:

- The Study uses inconsistent and inappropriate comparators. For example, the AA/CAST portion of the study, Segal uses 13 comparators, all of which are community college districts. Whereas the Classified employee portion of the study uses 11 comparators, with less than half being community college districts. In addition, the study uses a published source for comparison, 2008 Watson Wyatt Survey, which was never disclosed or presented for use to the CCE until the final report was made available.
- Despite making multiple information requests to the District, the CCE was not given the official Segal results until March of 2011 and has not had the opportunity to have meaningful ongoing input from our membership.
- The Study is dated February 2009 yet the appeals committee did not submit their results until June 2010. Those who appealed have to date not been notified of HR's decision regarding the appeals.
- This study no longer accurately reflects the work being done nor the appropriate level of compensation with respect to the people that work in classified positions in the Palomar Community College District.
- After the Classified Steering Committee members resigned the CCE leadership requested, in writing, that the District continue communications with the CCE regarding the steering committee meetings & input; the District failed to avail the CCE of any opportunity to provide input to the comparator selection and input provided by the committee.
- The results of the Segal Classification Study are no longer accurate. The study uses information from 2007 to do its comparison. By the time this is implemented, the information is far too dated to be relevant.

We are very interested in getting your input, questions and concerns regarding the result provided to the CCE on the Segal Classification Study. Please take the time to go to the website and review it. Also, we would like to have live meetings to provide opportunity to discuss the Study with all of the classified employees who can attend. We have a tentative date of **June 2, 2011 at 2:00 pm** in **MD157** for the first meeting. We will invite the Assistant Superintendent/Vice President Human Resource Services, John Tortarolo to attend at least one of the follow up meetings to respond to questions you may have about the results of the study, your appeal and your individual placement in pay grade.

If you have questions on the CCE's concerns or the direction of negotiations with regard to the Classification Study, please feel free to contact any of the negotiations team members:

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Please note that the information provided on the website is what was provided to the Negotiations Team. All questions and concerns that we receive will be compiled into a list and submitted to the District as a Request for Information. The District's response to the RFI will be sent to all classified staff.

In Unity,

Debbi Claypool
CCE/AFT Local 4522