

**CAL POLY POMONA FOUNDATION, INC.**  
**PERSONNEL COMMITTEE**  
**Monday, September 9, 2024**  
**1:30 – 3:00 p.m.**  
Join Zoom Meeting  
<https://cpp.zoom.us/j/85391445371>  
Meeting ID: 853 9144 5371

Committee Chair: Dr. Phyllis Nelson

Committee Members: Kimberly Allain, Mayra Brown, April Jimenez-Valadez, Cynthia Nelson,

Staff: Shari Benson, Claudia Burciaga-Ramos, Jared Ceja, Lisa Coats, Ernest Diaz

**I. ACKNOWLEDGEMENT OF MEMBERS OF THE PUBLIC**

Who may or may not be commenting on a specific item or making a general comment.

**II. CONSENT ACTION ITEMS**

*Items in this section are considered to be routine and acted on by the committee in one motion. Each item of the Consent agenda approved by the committee shall be deemed to have been considered in full and adopted as recommended. Any committee member may request that a consent item be removed from the consent agenda to be considered as a separate action item. If no additional information is requested, the approval vote will be taken without discussion. An "A" distinguishes items requiring approval.*

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A. Approval of Minutes – May 15, 2024 ACTION: Approval	Dr. Phyllis Nelson, Chair	2 - 4

**III. GENERAL UPDATES**

B. Welcome of New and Returning Members	Dr. Phyllis Nelson	
C. CEO's Report	Jared Ceja, CEO	5 – 6
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E. Meeting Format – Hybrid/Online	Jared Ceja	

**IV. ACTION ITEMS**

F. Holiday Schedule for 2025 (Attachment)	Shari Benson	8 - 9
G. Healthcare Rates for 2025 (Attachment)	Shari Benson	10
H. Salary Grades 2025: Min Wage Adjustment (Attachment)	Jared Ceja	11 - 15

**V. OPEN FORUM**

Dr. Phyllis Nelson

**VI. ADJOURNMENT**

**CAL POLY POMONA ENTERPRISES  
PERSONNEL COMMITTEE  
Wednesday, May 15, 2024, at 2:00 p.m.**

**MINUTES**

Notice is hereby given that a regular meeting of the Personnel Committee was held by video conference/teleconference on Wednesday, May 15, 2024, at 2:00 pm to discuss matters on the posted agenda. The meeting notice in its entirety was posted on the internet at: <https://foundation.cpp.edu/meetingpackets.aspx#ftab5>

**Present:** Dr. Phyllis Nelson, Kimberly Gretchen Allain, Mayra Brown, April Jimenez-Valadez, Dr. Homeyra Sadaghiani, Dr. Maryann Tolano-Leveque

**Absent:** Anissa Patel, Dr. Martin Sancho-Madriz

**Staff:** Shari Benson, Claudia Burciaga-Ramos, Jared Ceja, Lisa Coats, Ernest Diaz

**CALL TO ORDER**

Chair Phyllis Nelson called the meeting to order at 2:00 p.m.

**CONSENSUS ACTION ITEMS**

1. Approval of Minutes, February 16, 2024  
A motion was made by April Jimenez-Valadez and seconded by Mayra Brown to approve the February 16, 2024, minutes; with no opposition, the minutes were approved.

**GENERAL UPDATES**

2. CEO's Report

Jared Ceja, CEO, introduced Tariq Marji, interim CFO. Mr. Marji was the Foundation's general business manager about 20 years ago. He has 25 years of auxiliary leadership experience within the CSU system and extensive connections at the Chancellor's Office, the Auxiliary Organizations Association, and within the NACAS communities. AGRIscares was recognized as the leader in our effort to support the LA County Fair - 100 students and part-time staff participated, including 17 reallocated employees from other CPPE divisions. Mr. Ceja highlighted certain areas in the budget assumption for fiscal years 2024 and 2025. He states that student enrollment is at 22,265, occupancy at the Village is targeted at 95%, dining meal plans increased by 4%, and the Instant Access Complete program will remain at \$250 for full-time students and \$150 for part-time and graduate students. Mr. Ceja also stated that the franchise minimum wage was set at \$20.00 as of April 1st, with leads earning between \$21 and \$21.50 an hour. We now have a five-range pay classification for student services, starting at \$16.00 per hour. The increase in wages had a ripple effect on staff positions and entry-level management, for which the law requires double the minimum wage. The change to the franchise minimum wage as of April 1st also impacts part-time positions at Carl's Jr., Qdoba, RTP, Starbucks, Subway, Panda, and Hibachi San. He announced that Matthew Spencer Jones, Assistant Director of Community Standards and Wellness at University Village, is leaving for a promotion after six years of service with CPPE. Mr. Ceja congratulated the class of 2024 and noted that over 270 are Enterprise employees. All exempt Enterprise employees will be working/volunteering at the ceremony.

**ACTION ITEMS**

3. **Job Title List Update for CalPERS**

Shari Benson stated that each year, management reviews job titles and pay grades. With the consolidation of job titles and job descriptions, it allows for a better path of advancement for individuals. At the same time, salary grades are adjusted for any future ripple effects that may occur due to ongoing minimum wage increases. This information is then submitted to CalPERS for position tracking; all compensation ranges were previously approved by the Board of Directors. This year's update represents significant progress on the goal of consolidating overly specific titles into more generalized groupings, as well as a separation for exempt positions that fall under Campus Programs and Grants.

A motion was made by Dr. Maryann Tolano-Leveque and seconded by Mayra Brown. The Personnel Committee has reviewed and approved the Annual Update to Position List for CalPERS, as presented, for consideration by the Board of Directors at the next regularly scheduled meeting, and that upon approval of this resolution by the Board of Directors, the CEO and CHRO are authorized and directed to take any appropriate action necessary to implement this resolution. The motion was passed unanimously.

#### **4. Employee Handbook Update**

Shari Benson stated that annually, management and the Human Resources Department review and update the Cal Poly Pomona Enterprises Employee Handbook to account for changes in law, policy, practice, and other circumstances. The last update became effective in May 2023. While most changes to the updated Employee Handbook are minor, all substantive updates are found in the document as presented with tracked changes. Notable material changes are: 1) sick time—adjusted wording and days allotted per new California law effective January 1, 2024; 2) added language to clarify that off-campus employment is not tax-exempt; and 3) leave of absence: added new information on reproductive leave based on the new law effective January 1, 2024. The Board-approved final version will be available on our website for use by current and incoming employees.

Chair Phyllis Nelson deferred comment to Kimberly Gretchen Allain due to her knowledge of HR matters. Ms. Allain voiced support and had no additional comments. A motion was made by Kimberly Gretchen Allain and seconded by Mayra Brown that the Personnel Committee has reviewed and recommends Board approval for the updates to the Cal Poly Pomona Enterprises Employee Handbook as presented and that, upon approval of this resolution by the Board of Directors, the CEO and CHRO are authorized and directed to take any and all action as may be necessary to effectuate this resolution and make the revised Cal Poly Pomona Enterprises Employee Handbook available to all employees. The motion was passed unanimously.

#### **5. Foundation Longevity Pay Plan**

Jared Ceja mentioned that the Board of Directors acted on May 25, 2010, to adopt the Foundation's Longevity Pay Plan (FLPP). The purpose of the FLPP is to encourage employment longevity and offer some level of benefit to employees who are not eligible for our post-employment healthcare benefits. The FLPP program applies to regular, full-time benefited employees hired on or after March 1, 2009, and who have 10 or more years of service. The organization may make, at its annual discretion, non-elective employer contributions to a FLPP participant's deferred compensation account. Company contributions are reviewed annually by the Board and are discretionary. Participants that receive a contribution from the Foundation to the plan will be immediately 100% vested. Currently, there are sixteen (16) regular, full-time benefited employees that are eligible to participate; the company's total contribution to the participant's deferred compensation accounts is \$40,002.35.

A motion was made by Kimberly Gretchen Allain and seconded by Dr. Homeyra Sadaghiani that the Personnel Committee has reviewed and approved the resolution to renew the Foundation Longevity Pay Plan Program with a contribution amount of \$40,002.35, as presented, for consideration by the Board of Directors at the next regularly scheduled meeting and that upon approval of this resolution by the Board of Directors, the CEO and CHRO are authorized and directed to take any and all action as may be necessary to effectuate this resolution. The motion was passed unanimously.

#### **6. PARS Conversion**

Shari Benson described the PARS Vacation/Sick Leave Conversion Program as providing eligible employees with a supplemental retirement plan as part of the overall company benefits program. It allows eligible employees to convert a portion of unused sick and vacation balances to cash and then contribute those funds directly into the employee's PARS 457(b) individual account. The percentage of participation is fully elective for an eligible employee, and the option to convert occurs on an annual basis. A regular, full-time benefited employee is eligible to participate in the Conversion Program once they have completed at least 4 years of full-time service. Employees who desire to convert vacation time must have at least 160 hours of accrued vacation and have taken a minimum of 40 hours of vacation over the previous 12 months of employment preceding the current plan year. A maximum conversion of 100 hours of vacation time may occur. The resulting vacation balance may not fall below 160 hours due to converting hours. Employees who desire to convert sick leave must have more than 320 hours of sick leave available, and then they may convert up to 100 sick leave hours for hours greater than 320. A sick leave balance may not fall below 320 hours due to converting hours.

The annual renewal of this employee benefit is designed to ensure that the financial obligations of the organization are being met prior to board approval. The annual forecast for 2023–2024 currently shows a net surplus of almost \$4.6 million after all annual financial obligations are paid. This compares to \$286,352 in estimated eligible contributions for FY 2023 and 2024. Based on historical participation and conversion levels, an approximate forecast of conversion is \$171,653. Any converted vacation will not result in an additional expense as those balances have already been accrued. Eligible employees were invited to an online training session on April 26, 2024, delivered by representatives from John Hancock and PARS, to learn about the advantages and disadvantages of converting leave with the program, along with investment information.

A motion was made by Dr. Homeyra Sadaghiani and seconded by Mayra Brown that the Personnel Committee has reviewed and approves forwarding the PARS Vacation/Sick Leave Conversion Plan to the Board of Directors for consideration at the next regularly scheduled meeting.

### **CLOSED SESSION**

7. Adjourn to the Closed Session: A motion was made and seconded to adjourn to a closed session; there was no opposition, and the motion was approved.

Closed Session: CEO Compensation.

Report Out on Closed Session Actions:

Shari Benson reported that the Personnel Committee unanimously approved the CEO's 2024/2025 compensation rate provided by Ysabel Trinidad and President Coley.

### **ADJOURNMENT**

The meeting was adjourned at 2:45 p.m. by Dr. Phyllis Nelson with unanimous consent.

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Dr. Phyllis Nelson, Chair  
Personnel Committee

CAL POLY POMONA  
**ENTERPRISES**

**CEO's Report**

September 6, 2024  
Personnel Committee

# Agenda

- ▶ Executive Team Evaluations (cycle 1)
- ▶ Schools First FCU Open
- ▶ EH&S Partnership with CPP
- ▶ CFO Recruitment Process
- ▶ Prop 32

## 2024-2025

### Personnel Committee - Briefings & Meetings

#### Committee members:

1. Dr. Phyllis Nelson, Chair
2. Cynthia Nelson
3. Student - TBD
4. April Jimenez-Valadez
5. Mayra Brown
6. Kimberly G. Allain

#### Briefing meeting attendees:

Dr. Phyllis Nelson  
Jared Ceja  
Shari Benson  
\*(cc Claudia on all invites)

<p><b>Meets 1<sup>st</sup>, 3<sup>rd</sup>, &amp; 4<sup>th</sup> Quarter (September, February &amp; May)</b></p>
<p><b>Committee Meeting</b> Friday, September 6, 2024 1:30 pm – 3 pm Zoom</p>
<p><b>Committee Meeting</b> Wednesday, February 19, 2025 1 pm – 2:30 pm Zoom</p>
<p><b>Committee Meeting</b> Wednesday, May 7, 2025 1 pm – 2:30 pm Zoom</p>

# Memorandum



Date: September 6, 2024  
To: Personnel Committee  
From: Shari Benson, CHRO  
Subject: **Holiday Schedule for 2025**  
Attachment: Holiday Calendar 2025

Each year, the Cal Poly Pomona Foundation's holiday calendar closely mirrors that of the university. This method has proven effective as the demand for most of our services is reliant upon campus foot traffic. One minor variation on the schedule involves continuing the practice of designating a Cal Poly Pomona Foundation Holiday in place of the (possible) day granted by the Governor and CPP President to state-side employees.

This resolution calls for approval of the 2025 holiday calendar.

## **PROPOSED ACTION:**

Management recommends the following resolution for approval:

**BE IT RESOLVED**, that the Personnel Committee of the Board of Directors approves the Holiday Calendar 2025, as presented, to be forwarded to the full Board of Directors at their next scheduled meeting.

**BE IT FURTHER RESOLVED** that upon approval of this resolution by the Board of Directors, the Chief Executive Officer and Chief Human Resources Officer are authorized and directed to take any and all action as may be necessary to effectuate this resolution.

**PASSED AND ADOPTED THIS 6th DAY OF SEPTEMBER 2024.**

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Dr. Phyllis Nelson, Chair  
Personnel Committee



# HOLIDAY CALENDAR 2025

MONTH	DATE	HOLIDAY
January	01	New Year's Day 2025
January	20	Martin Luther King, Jr. Day
March	31	Cesar Chavez Day
May	26	Memorial Day
June	19	Juneteenth
July	04	Independence Day
September	01	Labor Day
November	11	Veteran's Day
November	27	Thanksgiving Day
November	28	Foundation Holiday
December	24	Foundation Holiday
December	25	Christmas Day
December	26	Foundation Holiday
December	29	Foundation Holiday
December	30	Foundation Holiday
December	31	Campus Closed (Use Personal Holiday or Vacation Hours)
January	01	New Year's Day 2026

# Memorandum



Date: September 6, 2024  
To: Personnel Committee  
From: Shari Benson, Chief Human Resources Officer  
Attached: 2025 Proposed Benefits Structure  
**Subject: HEALTHCARE 2025 BENEFITS RENEWAL**

The overall benefit renewal rate for the 2026 calendar year is 7% for Kaiser and 6.3% for United Healthcare. Due to the rising costs of medical insurance, this increase was anticipated and came in under the budget of a 10% overall increase.

### RATE INFORMATION:

	Kaiser 2024	Kaiser 2025	UHC 2024	UHC 2025
Employee Only	\$703.00	\$752.00	\$644.00	\$685.00
Employee +1	\$1,406.00	\$1,504.00	\$1,289.00	\$1,371.00
Family	\$1,989.00	\$2,128.00	\$1,825.00	\$1,938.00

Note: The PPO rates are same as the HMO rates shown, PPO is a “buy-up” plan, employees pay the difference between the HMO and PPO.

### PROPOSED ACTION:

Management recommends the following resolution for approval:

**BE IT RESOLVED** that the Personnel Committee approves the 2025 Healthcare Benefits Renewal and associated updates to the rate structure for forwarding to the Board of Directors at the next scheduled meeting.

**BE IT FURTHER RESOLVED** that upon approval of this resolution by the Board of Directors, the Chief Human Resources Officer and Human Resources Manager are authorized and directed to take any and all action as may be necessary to effectuate this resolution.

**PASSED AND ADOPTED THIS 6th DAY OF September 2024.**

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Dr. Phyllis Nelson, Chair  
Personnel Committee

# Memorandum



Date: September 6, 2024

To: Personnel Committee

From: Jared Ceja – Chief Executive Officer  
Shari Benson – Chief Human Resources Officer

Subject: **Minimum Wage Adjustment Proposal Effective December 22, 2024**

Attachment: Salary Grade Ranges (Current)  
Salary Grade Ranges (Proposed @ \$16.50)  
Salary Grade Ranges (Proposed @ \$17.00)  
Salary Grade Ranges (Proposed @ \$18.00)

Each year, management reviews its compensation policies and practices. An essential tool used in compensation administration is a current, relevant, and accurate salary scale.

Effective on or before January 1, 2025, the minimum wage for hourly employees will increase. This impacts our payroll period beginning December 22, 2024 (or earlier). Proposition 32 will be voted on in November, which would raise the minimum wage to \$17/hr. for the remainder of 2024 and \$18.00/hr. starting in 2025. If the bill fails, the minimum wage will increase formulaically to \$16.50/hr. in 2025. Due to uncertainty around the bill's passage, three options are being presented. These options are based on \$16.50, \$17, and \$18 per hour, respectively. California law also calls for minimum exempt position pay of two times the minimum hourly wage. Management is requesting updates to the salary scale by increasing all grades to account for these new minimums based on the final legislation. These changes are necessary to help ensure our salaries are consistent with current wage orders and aligned with the market while mitigating the long-term effects of salary compression. These updates also support the Foundation's requirement to meet comparability standards with the university.

This information will be updated on the CalPERS position list and posted on our company website, meeting California Government Code transparency regulations via a publicly available pay schedule.

## **PROPOSED ACTION:**

Management recommends the following resolution for approval:

**BE IT RESOLVED** that the Personnel Committee approves forwarding to the Board of Directors the revised salary range options that correspond with the upcoming California minimum wage scenarios, effective December 22, 2024, or earlier based on California law.

**BE IT FURTHER RESOLVED** that upon approval of this resolution by the Board of Directors, the Chief Human Resources Officer is authorized and directed to take any and all action as may be necessary to effectuate this resolution.

**PASSED AND ADOPTED THIS 6th DAY OF SEPTEMBER 2024.**

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Dr. Phyllis Nelson, Chair  
Personnel Committee

**SALARY GRADE RANGES EFFECTIVE APRIL 1, 2024**

**Current**

GRADE #	HOURLY RANGE SPREAD			BI-WEEKLY PAY PERIOD			ANNUAL RANGE SPREAD		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
16				\$6,370	\$8,600	\$10,829	\$165,623	\$223,590	\$281,558
15				\$5,308	\$7,166	\$9,024	\$138,019	\$186,325	\$234,632
14				\$4,424	\$5,972	\$7,520	\$115,016	\$155,271	\$195,527
13				\$3,686	\$4,977	\$6,267	\$95,846	\$129,393	\$162,939
12				\$3,072	\$4,147	\$5,222	\$79,872	\$107,827	\$135,782
11				\$2,560	\$3,456	\$4,352	\$66,560	\$89,856	\$113,152
10-Salary				\$2,560	\$2,912	\$3,667	\$66,560	\$75,711	\$95,340
10-Hourly	\$26.96	\$36.40	\$45.84	\$2,157	\$2,912	\$3,667	\$56,082	\$75,711	\$95,340
9	\$22.66	\$30.59	\$38.52	\$1,813	\$2,447	\$3,081	\$47,128	\$63,623	\$80,117
8	\$19.04	\$25.70	\$32.37	\$1,523	\$2,056	\$2,589	\$39,603	\$53,464	\$67,325
7	\$16.00	\$21.60	\$27.20	\$1,280	\$1,728	\$2,176	\$33,280	\$44,928	\$56,576

**CAMPUS PROGRAMS/GRANTS - EXEMPT POSITIONS**

GRADE	MIN	MID	MAX	MIN	MID	MAX
G4				\$4,424	\$5,972	\$7,520
G3				\$3,686	\$4,977	\$6,267
G2				\$3,072	\$4,147	\$5,222
G1				\$2,560	\$3,456	\$4,352

**STUDENT POSITIONS**

Grade 7 Range <sup>1</sup>	Starting Pay/Hr	Veteran (experience or anniversary)	BI-WEEKLY PAY PERIOD	BI-WEEKLY PAY AT ANNIVERSARY	ANNUAL PAY (990 Hours)	ANNUAL PAY AT ANNIVERSARY
A	\$ 16.00	\$ 16.50	\$ 640	\$ 660	\$ 15,840	\$ 16,335
B	\$ 17.00	\$ 18.00	\$ 680	\$ 720	\$ 16,830	\$ 17,820
C	\$ 18.00	\$ 19.00	\$ 720	\$ 760	\$ 17,820	\$ 18,810
D <sup>2</sup>	\$ 20.00	\$ 20.50	\$ 800	\$ 820	\$ 19,800	\$ 20,295
E <sup>2</sup>	\$ 21.00	\$ 21.50	\$ 840	\$ 860	\$ 20,790	\$ 21,285

<sup>1</sup> Students will be assigned as "Student A", "Student B" and so forth in HRIS/Payroll system.

<sup>2</sup> Franchise Positions

Notes:

\$16.50 rate based on annual increase in AB1228

\$17.00 rate based on local wage minimums in effect July 1,2024

\$18.00 rate based on Proposition 32 which goes on Ballot in November

Fast Food Workers (Franchises) could increase to \$20.70 based on AB1228

Hourly Gap	19%
Salary Gap	20%
Min/Max Gap	70%

**PROPOSED SALARY GRADE RANGES EFFECTIVE DECEMBER 22, 2024**

\$16.50/HR MINIMUM WAGE

GRADE #	HOURLY RANGE SPREAD			BI-WEEKLY PAY PERIOD			ANNUAL RANGE SPREAD		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
16				\$6,569	\$8,868	\$11,168	\$170,798	\$230,578	\$290,357
15				\$5,474	\$7,390	\$9,306	\$142,332	\$192,148	\$241,964
14				\$4,562	\$6,159	\$7,755	\$118,610	\$160,123	\$201,637
13				\$3,802	\$5,132	\$6,463	\$98,842	\$133,436	\$168,031
12				\$3,168	\$4,277	\$5,386	\$82,368	\$111,197	\$140,026
11				\$2,640	\$3,564	\$4,488	\$68,640	\$92,664	\$116,688
10-Salary				\$2,640	\$3,003	\$3,781	\$68,640	\$78,077	\$93,319
10 - Hourly	\$27.81	\$37.54	\$47.27	\$2,224	\$3,003	\$3,781	\$57,835	\$78,077	\$98,319
9	\$23.37	\$31.54	\$39.72	\$1,869	\$2,523	\$3,178	\$48,601	\$65,611	\$82,621
8	\$19.64	\$26.51	\$33.38	\$1,571	\$2,121	\$2,670	\$40,841	\$55,135	\$69,429
7	\$16.50	\$22.28	\$28.05	\$1,320	\$1,782	\$2,244	\$34,320	\$46,332	\$58,344

GRANTS - EXEMPT POSITIONS									
GRADE									
G4				\$4,562	\$6,159	\$7,755	\$118,610	\$160,123	\$201,637
G3				\$3,802	\$5,132	\$6,463	\$98,842	\$133,436	\$168,031
G2				\$3,168	\$4,277	\$5,386	\$82,368	\$111,197	\$140,026
G1				\$2,640	\$3,564	\$4,488	\$68,640	\$92,664	\$116,688

STUDENT POSITIONS							
Grade 7 Range <sup>1</sup>	Starting Pay/Hr	Veteran (experience or anniversary)	BI-WEEKLY PAY PERIOD	BI-WEEKLY PAY AT ANNIVERSARY	ANNUAL PAY (990 Hours)	ANNUAL PAY AT ANNIVERSARY	
A	\$ 16.50	\$ 17.00	\$ 660	\$ 680	\$ 16,335	\$ 16,830	
B	\$ 17.50	\$ 18.50	\$ 700	\$ 740	\$ 17,325	\$ 18,315	
C	\$ 18.50	\$ 19.50	\$ 740	\$ 780	\$ 18,315	\$ 19,305	
D <sup>2</sup>	\$ 20.50	\$ 21.00	\$ 820	\$ 840	\$ 20,295	\$ 20,790	
E <sup>2</sup>	\$ 21.50	\$ 22.00	\$ 860	\$ 880	\$ 21,285	\$ 21,780	

Hourly Gap            19%  
 Salary Gap            20%  
 Min/Max Gap        70%

**PROPOSED SALARY GRADE RANGES EFFECTIVE NOVEMBER 10, 2024**

\$17.00/HR MINIMUM WAGE

GRADE #	HOURLY RANGE SPREAD			BI-WEEKLY PAY PERIOD			ANNUAL RANGE SPREAD		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
16				\$6,768	\$9,137	\$11,506	\$175,974	\$237,565	\$299,156
15				\$5,640	\$7,614	\$9,588	\$146,645	\$197,971	\$249,296
14				\$4,700	\$6,345	\$7,990	\$122,204	\$164,976	\$207,747
13				\$3,917	\$5,288	\$6,659	\$101,837	\$137,480	\$173,123
12				\$3,264	\$4,406	\$5,549	\$84,864	\$114,566	\$144,269
11				\$2,720	\$3,672	\$4,624	\$70,720	\$95,472	\$120,224
10-Salary				\$2,720	\$3,094	\$3,896	\$70,720	\$80,443	\$101,298
10 - Hourly	\$28.65	\$38.67	\$48.70	\$2,292	\$3,094	\$3,896	\$59,587	\$80,443	\$101,298
9	\$24.07	\$32.50	\$40.93	\$1,926	\$2,600	\$3,274	\$50,073	\$67,599	\$85,125
8	\$20.23	\$27.31	\$34.39	\$1,618	\$2,185	\$2,751	\$42,078	\$56,806	\$71,533
7	\$17.00	\$22.95	\$28.90	\$1,360	\$1,836	\$2,312	\$35,360	\$47,736	\$60,112

**CAMPUS PROGRAMS/GRANTS - EXEMPT POSITIONS**

GRADE	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
G4				\$4,700	\$6,345	\$7,990	\$122,204	\$164,976	\$207,747
G3				\$3,917	\$5,288	\$6,659	\$101,837	\$137,480	\$173,123
G2				\$3,264	\$4,406	\$5,549	\$84,864	\$114,566	\$144,269
G1				\$2,720	\$3,672	\$4,624	\$70,720	\$95,472	\$120,224

**STUDENT POSITIONS**

Grade 7 Range <sup>1</sup>	Starting Pay/Hr	Veteran (experience or anniversary)	BI-WEEKLY PAY PERIOD	BI-WEEKLY PAY AT ANNIVERSARY	ANNUAL PAY (990 Hours)	ANNUAL PAY AT ANNIVERSARY
A	\$ 17.00	\$ 17.50	\$ 680	\$ 700	\$ 16,830	\$ 17,325
B	\$ 18.00	\$ 18.50	\$ 720	\$ 740	\$ 17,820	\$ 18,315
C	\$ 19.00	\$ 19.50	\$ 760	\$ 780	\$ 18,810	\$ 19,305
D <sup>2</sup>	\$ 20.70	\$ 21.20	\$ 828	\$ 848	\$ 20,493	\$ 20,988
E <sup>2</sup>	\$ 21.70	\$ 22.20	\$ 868	\$ 888	\$ 21,483	\$ 21,978

Hourly Gap            19%  
 Salary Gap            20%  
 Min/Max Gap        70%

**PROPOSED SALARY GRADE RANGES EFFECTIVE DECEMBER 22, 2024**

\$18.00/HR MINIMUM WAGE

GRADE #	HOURLY RANGE SPREAD			BI-WEEKLY PAY PERIOD			ANNUAL RANGE SPREAD		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
16				\$7,166	\$9,675	\$12,183	\$186,325	\$251,539	\$316,753
15				\$5,972	\$8,062	\$10,152	\$155,271	\$209,616	\$263,961
14				\$4,977	\$6,718	\$8,460	\$129,393	\$174,680	\$219,967
13				\$4,147	\$5,599	\$7,050	\$107,827	\$145,567	\$183,306
12				\$3,456	\$4,666	\$5,875	\$89,856	\$121,306	\$152,755
11				\$2,880	\$3,888	\$4,896	\$74,880	\$101,088	\$127,296
10-Salary				\$2,880	\$3,276	\$4,125	\$74,880	\$85,175	\$107,257
10 - Hourly	\$30.33	\$40.95	\$51.57	\$2,427	\$3,276	\$4,125	\$63,092	\$85,175	\$107,257
9	\$25.49	\$34.41	\$43.33	\$2,039	\$2,753	\$3,467	\$53,019	\$71,575	\$90,132
8	\$21.42	\$28.92	\$36.41	\$1,714	\$2,313	\$2,913	\$44,554	\$60,147	\$75,741
7	\$18.00	\$24.30	\$30.60	\$1,440	\$1,944	\$2,448	\$37,440	\$50,544	\$63,648

**CAMPUS PROGRAMS/GRANTS - EXEMPT POSITIONS**

GRADE	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
G4				\$4,977	\$6,718	\$8,460	\$129,393	\$174,680	\$219,967
G3				\$4,147	\$5,599	\$7,050	\$107,827	\$145,567	\$183,306
G2				\$3,456	\$4,666	\$5,875	\$89,856	\$121,306	\$152,755
G1				\$2,880	\$3,888	\$4,896	\$74,880	\$101,088	\$127,296

**STUDENT POSITIONS**

Grade 7 Range <sup>1</sup>	Starting Pay/Hr	Veteran (experience or anniversary)	BI-WEEKLY PAY PERIOD	BI-WEEKLY PAY AT ANNIVERSARY	ANNUAL PAY (990 Hours)	ANNUAL PAY AT ANNIVERSARY
A	\$ 18.00	\$ 18.50	\$ 720	\$ 740	\$ 17,820	\$ 18,315
B	\$ 19.00	\$ 19.50	\$ 760	\$ 780	\$ 18,810	\$ 19,305
C	\$ 20.00	\$ 20.50	\$ 800	\$ 820	\$ 19,800	\$ 20,295
D <sup>2</sup>	\$ 20.70	\$ 21.20	\$ 828	\$ 848	\$ 20,493	\$ 20,988
E <sup>2</sup>	\$ 21.70	\$ 22.20	\$ 868	\$ 888	\$ 21,483	\$ 21,978

Hourly Gap            19%  
 Salary Gap            20%  
 Min/Max Gap        70%