



**EXECUTIVE MANAGEMENT AND AUDIT COMMITTEE  
FEBRUARY 16, 2006**

**SUBJECT: SALARIES FOR NON-CONTRACT POSITIONS**

**ACTION: APPROVE SALARIES**

**RECOMMENDATION**

Approve the salaries for two non-contract Labor Relations Arbitration Specialist positions (Grade L) in Labor and Employee Relations.

**ISSUE**

The Position Authorization and Compensation policy states, "Any salary offers that exceed the midpoint of the range plus 10% must be brought to the Board for approval." The maximum annual salary that can be offered for these positions without Board approval is \$75,416. Staff is proposing an annual salary of \$78,108 for one position and \$80,000 for the second position.

**RATIONALE**

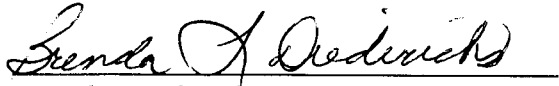
Labor Relations Arbitration Specialists play a critical role in resolution of arbitrations involving employees represented by collective bargaining units. Filling these positions will enable a more timely resolution of arbitrations.

The salaries proposed for both candidates are within the salary range for the positions, are comparable to market rates, and will maintain internal equity. However, in both cases, the salaries exceed the midpoint of the range plus 10%.

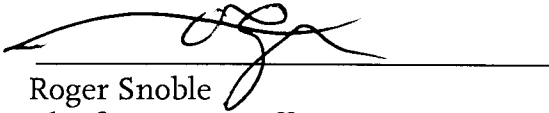
**FINANCIAL IMPACT**

The funding for these salaries is included in the FY06 budget in Labor Relations cost center 2420 under projects 100030 and 100040. The strategic business unit will be required to absorb the additional costs resulting from the salary. This added burdened cost is estimated to be a total of \$2,331 for the remaining four months of FY06. The cost center manager will be responsible for budgeting for this cost in future year budgets.

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