

cal poly SPECIAL



CALIFORNIA POLYTECHNIC STATE UNIVERSITY
SAN LUIS OBISPO, CALIFORNIA 93407

Volume 28, Number 4

July 22, 1976

PAY AND BENEFIT DETAILS

The Trustees of the California State University and Colleges System have approved a \$70 per month pay raise effective July 1 for all CSUC academic and support staff employees, as reported in the July 15 issue of the Cal Poly Report. Advance copies of the 1976-77 salary schedule have been received detailing the salary and fringe benefit information. Memorandum FSA 76-51 which announces these changes was also received. This \$70 increase and inequity increase adjustments, as well as the changed Public Employees Retirement System (PERS) contribution, will be reflected in the July salary warrant.

Several questions have been raised concerning the effect of the \$70 per month increase upon merit and special in-grade salary adjustment calculations and determination of appropriate salary rates upon movement of individuals between classes. Current CSUC policies regarding one-step movement will still be followed although this may not result in a full 5% increase.

Limited funds earmarked for resolution of salary inequities and maintenance of proper alignment of classes were granted to the CSUC in SB-1555 (Berryhill). Equity adjustments listed below have been approved effective July 1 for the following classes at Cal Poly:

<u>Class Code</u>	<u>Class Title</u>	<u>Approximate Equity Adjustment</u>
1504	Mail Services Supervisor I	3.0%
1116	Mail Clerk	3.0%
5201	Staff Services Technician Personnel	3.0%
2916	Senior Assistant Librarian - 12 month (Step 8)	2.5%
2824	Graphic Artist	0.5%
8979	Campus Fire Fighter	2.5%
8350	Campus Peace Officer	2.5%
8354	Supervising Campus Peace Officer I	2.5%

(continued on page 2)

8357

Supervising Campus Peace
Officer IV

2.5%

In recognition of Governor Brown's expressed desire to increase the salaries of low-paid employees, the hourly equivalent of \$70 per month, 40 cents per hour (\$70 ÷ 173.33 hours), has been applied to both the minimum and maximum salary ranges for the classes of Student Assistant and Youth Summer Aid. The hourly range is now \$2.60 to \$3.97 for student assistants and youth summer aid.

The minimum rate for Student Trainee, Work Study has been increased by 40 cents per hour, but the ceiling of \$3.50 per hour, which is mandated by the federal regulations governing the work study program, has not been changed. The hourly range is now \$2.60 to \$3.50. These changes in the hourly rates of the classes of Student Assistant; Youth Summer Aid; and Student Trainee, Work Study as a result of the increases in the ranges are effective July 1.

The salary range for the Graduate Assistant class has been granted a proportionate amount of the \$70 per month increase, \$35 per month, based on half-time employment. The salary range for Resident Assistants has been increased to cover the cost of room and board at each campus as established by executive order. The Trustees of the CSUC continued their policy for special "in grade salary adjustments" and increased the minimum figure from \$748 per month to \$818 per month.

The passage of the Berryhill Bill (SB-1555) has resulted in the following changes in the fringe benefit program:

Effective July 1 new employees will receive sick leave credit following completion of one month of continuous service and each additional month thereafter. Government Code Section 18100 deletes the six-month waiting period before a new employee may be credited with sick leave.

A new nonindustrial disability insurance program has been established for all full-time State employees who are members of the PERS or the STRS. This program will provide for payment of one-half of full pay or \$125 per week, whichever is less, payable monthly for up to 26 weeks when an employee is disabled and unable to work. This program will be provided by the State at no cost to the employee and is effective October 1. An important feature of this new program is that an employee who is disabled is eligible to continue enrollment in a State sponsored health benefits plan and the State will continue its contribution during the covered disability period. Details of the program will be provided at a later date.

Employee contribution rates to PERS have been adjusted to provide an approximate \$10 per month reduction in the employee contribution. The employer's contribution rate has been increased by an equal amount. Employees will now pay 5% of monthly compensation in excess of \$513. The State of California now pays 13.51% of monthly compensation for miscellaneous members.

Two other important changes were made in PERS. A one-time annuity increase will be paid to PERS members who retired prior to July 1, 1974, or to the survivors of such members who died prior to July 1, 1974. An additional option is provided for the surviving spouse of a deceased PERS member who had attained the minimum age (50 years) for voluntary retirement for as long as the surviving spouse lives or until remarriage. It provides that survivors now have the option of receiving a monthly benefit equal to the amount that the member would have received if the member had been retired on the date of death and had elected optional settlement 2. Option 2 provides for a reduced income during the life of the retired member with the same amount continuing for the life of the beneficiary named at the time of retirement.