

Effective 7/1/2006. 3% Increase.  
 Approved per Board Action 11/14/06.  
 Replaces Salary Schedule Effective 7/1/2005 (3).

MARIN COMMUNITY COLLEGE DISTRICT  
**SALARY SCHEDULE AND CONDITIONS OF WORK FOR SUPERVISORY EMPLOYEES**

Func. Code	Title	Range	Step A	Step B	Step C	Step D	Step E	Longevity Increments				
								W	X	Y	Z	Z+
320	Accountant	950	5120	5376	5645	5927	6223	311	498	809	1120	1245
312	Bookstore Manager II	897	4287	4501	4726	4962	5210	261	417	677	938	1042
650	Custodial Services Supervisor	788	3965	4163	4371	4590	4819	241	386	626	867	964
411	EOPS Coordinator	788	3965	4163	4371	4590	4819	241	386	626	867	964
342	Gardening Services Supervisor	788	3965	4163	4371	4590	4819	241	386	626	867	964
404	High School Financial Aid Outreach Crdr.	788	3965	4163	4371	4590	4819	241	386	626	867	964
311	Maintenance Supervisor	995	5823	6114	6420	6741	7078	354	566	920	1274	1416
306	Project Support Coordinator	996	6404	6724	7060	7413	7784	389	623	1012	1401	1557
341	Reprographics & Mail Supervisor	788	3965	4163	4371	4590	4819	241	386	626	867	964

**CONDITIONS**

The term Supervisory personnel shall include all designated classified employees having direct responsibility to supervise (i.e., assign work, transfer, recommend promotion, disciplinary action, etc.) other classified employees.

1. All classes listed have a 37.5-hour work week. Supervisory employees earn overtime pay or compensatory time and one-half rate for hours worked beyond the regular work week.
2. Steps are granted annually on July 1 of the new fiscal year for employees hired prior to January 1982. For employees hired or promoted after January 1982, steps are granted on the first day of the month immediately following the anniversary date of hire or promotion.
3. Longevity steps W, X, Y, Z, and Z+ are granted after 7, 10, 13, 16, and 20 years of permanent District service. Longevity steps are awarded on July 1 for employees hired prior to January 1982. For employees hired after Jan. 1982, longevity steps are granted on the first day of the month following the anniversary date.
4. Vacation for supervisors is earned at a rate of 12 days per year during the first 3 years of service and 17 days per year after completion of 3 years of service. 22 days are granted after the completion of 10 years of service. Supervisors may carry-over 10 vacation days if they have 1-10 years of service, and 15 days with 11 or more years of service.
5. The District provides medical (maximum District contribution is Kaiser Family Rate through June 30, 2007), dental, vision, long-term disability, and life insurance for all supervisory employees. The District also pays both the District and employee share of PERS contributions.

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6. Medical Benefit Waiver. Supervisory employees may voluntarily waive District medical benefits if he/she can provide documentation of comparable coverage under another plan. Employees opting not to participate in medical coverage must notify the Personnel Department no later than October 1 of each year, provide documentation at that time that they have comparable coverage, and sign the applicable declaration. Employees who elect to waive medical benefits shall be provided with a \$1200 annual payment. The payments shall be reduced on a pro-rata basis for less than full-time employees and for new Supervisory employees who waive coverage for less than a full year. Employees shall have their waiver payments made by check no later than December 31.

To be reinstated under the medical plan, Supervisory employees must apply during the annual Fall open enrollment period.

7. Supervisory employees earn sick leave at a rate of 12 days per year pro-rated for less than full-time employees. Up to 7 days of sick leave may be used for personal necessity leave in any fiscal year.
8. Supervisory employees shall observe the holidays designated for the Classified bargaining units.
9. In the event of layoff, supervisory employees shall receive forty-five (45) days advance notice.
10. Exceptions to this salary schedule are permissible upon the recommendation of the Superintendent/President and approval of the Board of Trustees.
11. Retirement Benefit Program
  - I. Eligibility - A supervisory employee who is fifty (50) years of age or older and who desires to apply for the Retirement Benefit Program must be eligible and apply for service retirement under PERS. In addition, the employee must have at least ten (10) years of full-time service with the District from the date of hire as a permanent or probationary employee, and must have been hired prior to 10/14/86.
  - II. Benefits - The District will provide paid medical and dental coverage with benefits equal to those in effect at the time of retirement to the retiree and one dependent until the retiree attains age seventy (70) or the retiree's death, whichever is sooner. The District will provide the retiree and one dependent medical and dental coverage in each fiscal year following retirement as provided to current supervisory employees; if the District no longer provides a specific type of health or dental plan as provided at the time of retirement (i.e., Health Net, Kaiser, Delta Dental), the retiree may select a plan as made available each fiscal year to current supervisory employees of this group. The retiree may change carriers during the annual open period. The rates paid by the District for the retiree and one dependent shall be the rates paid for current supervisory employees; the retiree and dependent shall be responsible for paying any future increases that are charged to supervisory employees of this group. The employee shall be required to file for any other State or Federal government-sponsored programs for which he/she may be eligible as an offset to the District obligation for the health benefit.
  - III. Employment of Retirees - The District may offer employment to retirees subject to the restrictions of PERS regarding time to be worked or maximum salary. District and retiree will mutually agree on need/time/salary.
  - IV. Program Participation - A supervisory employee who is interested in participating in the program shall notify the District thirty (30) days prior to such participation.