MARIN COMMUNITY COLLEGE DISTRICT

SALARY SCHEDULE AND CONDITIONS OF WORK FOR SUPERVISORY EMPLOYEES

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.

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 January 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.

<table>
<thead>
<tr>
<th>Title</th>
<th>Range</th>
<th>Step A</th>
<th>Step B</th>
<th>Step C</th>
<th>Step D</th>
<th>Step E</th>
<th>W</th>
<th>X</th>
<th>Y</th>
<th>Z</th>
<th>Z+</th>
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<tbody>
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<td>Accountant</td>
<td>950</td>
<td>$5,300.75</td>
<td>$5,565.63</td>
<td>$5,843.50</td>
<td>$6,136.00</td>
<td>$6,443.13</td>
<td>$6,764.88</td>
<td>$6,958.25</td>
<td>$7,280.00</td>
<td>$7,603.38</td>
<td>$7,731.75</td>
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<td>$9,670.38</td>
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</tbody>
</table>

Longevity Increments
5. The District provides medical (maximum District contribution is Kaiser Family Rate through June 30, 2012), dental, vision, long-term disability, and life insurance for all supervisory employees.

6. Beginning July 1, 2015, CalPERS “classic” eligible members will begin to assume financial responsibility for the employee portion of their CalPERS retirement contribution in three (3) phases. July 1, 2015, affected employees will contribute 2.34% to the employee portion of their CalPERS retirement plan. July 1, 2016, affected employees will contribute an additional 2.34% to the employee portion of their CalPERS retirement plan. July 1, 2017, affected employees will contribute an additional 2.34% to the employee portion of their CalPERS retirement plan. July 1, 2018, employees will pay the full cost/percentage of the employee portion of their CalPERS retirement plan.

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. 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.
    II. Benefits - For employees hired prior to 10/14/86 and who have at least ten (10) years of full-time service, 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., Non Kaiser, 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. For employees hired after 10/14/86, the District does not provide post-retirement benefits.
    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.