



# Contract Negotiations NEWS

PLEASE DISTRIBUTE

#8 / JANUARY 23, 2007

## Agreement reached on IRP allocation for FY 2007/08

### SUMMARY OF IRP AGREEMENT

- \$1.6 million (the equivalent of .25% General Salary Increase) shall be used for In-Range Progressions (IRPs) from system-wide funds.
- IRP funds will be allocated to campuses on a pro rata basis.
- The \$1.6 million IRP allocation is not intended to supplant funds campuses have already spent or have committed to spend for IRPs in FY 2007/08. As of January 2008, campuses have already spent \$1.2 million on IRPs from campus funds.
- Campuses will be encouraged to spend additional campus funds for IRPs.
- IRPs are increases to an employee's base pay.
- The Chancellor's Office will not direct campuses to target specific classifications for IRPs.
- Any funds unspent at the end of FY 2007/08 shall roll over into FY 2008/09.

### IMPLEMENTATION OF SYSTEMWIDE IRP PROGRAM

- Systemwide-funded IRPs awarded in FY 2007/08 shall be retroactive to January 1, 2008.
- Employees whose IRP requests were denied during calendar year 2007 can resubmit an IRP request. Campuses need not conduct an additional review and may use documentation already provided.
- The granting of a systemwide-funded IRP may put an employee at or above the SSI maximum of his/her salary range, but may not put the employee above the salary range maximum.
- If a systemwide-funded IRP puts an employee at or above the SSI maximum and the employee has already been awarded an SSI, the IRP shall be effective the beginning of the pay period following the effective date of the SSI.
- For tracking purposes, if an IRP is awarded using both systemwide funds and campus funds, the systemwide funded IRP shall be retroactive to January 1, 2008, and the campus-funded IRP may be effective at the beginning of a pay period from February through June 2008.
- Any unspent systemwide IRP funds shall be rolled over to FY 2008/09.
- IRP decisions are not subject to the grievance procedure or the complaint procedure.

### BONUSES FOR EMPLOYEES AT OR ABOVE THE SSI MAXIMUM

- Eligible employees at or above the SSI maximum as of July 1, 2007, shall receive a bonus of \$700, to be paid no later than February 29, 2008.
- If an employee received less than a 1% SSI during FY 2007/08 because he/she reached the SSI maximum, the employee shall also receive the \$700 bonus.
- Any unspent one-time bonus money shall be referred to a Labor Management Committee.

### BONUS PLANS TO INCLUDE WORKLOAD

- Individual or group bonuses may now be awarded to recognize additional workload as well as exceptional performance.

### COMPENSATION FOR FY 2008/09

- CSUEU and CSU agree to begin meeting to address compensation for FY 2008/09.

UNIT 2 / Health Care Support ■ UNIT 5 / Operations Support ■ UNIT 7 / Clerical/Administrative Support ■ UNIT 9 / Technical Support

1129 10th Street • Sacramento, CA 95814 • (916) 319-4800 • (866) 763-1452 (Toll-free) • [www.csueu.org](http://www.csueu.org)