

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT  
AND  
THE ASSOCIATION OF CLASSIFIED EMPLOYEES

~~September 21, 2016~~ October 13, 2016

This Memorandum of Understanding is entered into between Foothill-De Anza Community College District ("District") and the Association of Classified Employees ("ACE").

WHEREAS, the parties have agreed to conduct joint labor management classification and salary survey; and

WHEREAS, the parties wish to memorize their understanding of the process and authority of the Joint Labor Management Classification Committee (JLMCC) as it relates to the study and its implementation;

THEREFORE, the Parties agree that the following procedures will apply through the study and its implementation:

1. The JLMCC will be comprised of six (6) voting members, three (3) from the District and three (3) from ACE. Either party may have more participants but there will only be three voting members for each party.
2. All final decisions of the JLMCC will be by consensus of the voting members. If consensus cannot be reached on a particular issue the parties agree to find alternatives until consensus is reached.
3. It is agreed that regardless of the outcome of the study no current employee of the District will have their salary reduced. Any such potentially impacted employee will have their salary y-rated, meaning they will be able to continue in their current rank until they reach the top step, then their salary will remain static until their new range catches up to their current range.
4. It is further agreed that during the study there will be no new reclassifications, but individuals who have a reclassification request on file and are reclassified pursuant to the study will have their reclassification back dated to the date of the request pursuant to Article 15.7.



Marietta Harris, Director, Human Resources



Date



Chris White, ACE President



Date