



Connecticut State University System
Board of Trustees

BR#95-12



RESOLUTION

concerning

Objective Job Evaluation for Management and Confidential Professional Positions at Connecticut State University

April 7, 1995

- WHEREAS, On April 8, 1994, the Board passed a resolution calling for an objective job evaluation of Management and Confidential Professional positions, and
- WHEREAS, The evaluation has been completed by Fred S. Owen, Human Resource Consultant, who possesses considerable experience in other units of Connecticut state government and extensive experience in other states and in higher education, and
- WHEREAS, Fred Owen's *Classification and Compensation Study* generally supports the Board's prior salary ranges, but recommends establishing wider pay bands and appropriate alignment of personnel based on objective job criteria, now, therefore, be it
- RESOLVED, That the Board of Trustees accepts the recommendations contained in the *Connecticut State University System Classification and Compensation Study* and directs the CSU President to promulgate the new salary bands and assignment of positions and, be it further
- RESOLVED, That the resulting range and title assignment standard be administered in accordance with the requirements of BR#94-58, except all Management and Confidential Professional employees shall be considered one group with salary range ratios maintained in relation to the faculty bargaining unit. The CSU President shall determine equitable rules to address the status of individuals who have been adversely affected by assignment to salary bands with a maximum lower than the incumbent's current salary, and for those who fall below the minimum of the salary band to which they have been assigned, and be it further
- RESOLVED, That no employee joining the Management/Confidential Professional employee classification shall be offered a salary in excess of the mid-point of the salary band without the written permission of the CSU President, and be it further
- RESOLVED, That any proposed new titles and/or job descriptions shall be submitted to the CSU President before March 1 or September 1. Upon the approval of the CSU President, such proposals shall be evaluated according to the Owen algorithm and assigned to appropriate salary bands for use in the system.

A Certified True Copy:

A. Searle Pinney
Chairman