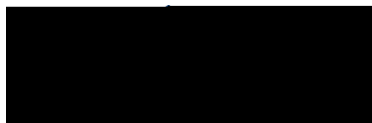


BRYCE
CONSULTING

WEST VALLEY – MISSION COMMUNITY
COLLEGE DISTRICT
2016 COMPENSATION STUDY
M

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SECTION I - PROJECT OVERVIEW

Bryce Consulting was retained by the West Valley-Mission Community College District to conduct a comprehensive salary study for District classifications. This report presents the salary survey results and recommendations. The report includes:

- x Section I Project Overview
- x Section II Salary Survey Parameters
- x Section III Salary Survey Results
- x Section IV Salary Recommendations

STUDY OBJECTIVES

The study consisted of the following objectives:

- x Research and recommend labor market agencies.
- x Collect and analyze base salary data for the selected survey classes from the District's labor market.
- x Provide an opportunity for the Classification and Compensation Committee to be involved in the process.
- x Conduct an internal relationship analysis to ensure consistency with industry standards and internal equity within the District.
- x

Bryce utilized the Classification and Compensation Study Committee to solicit feedback on the labor market which was ultimately recommended to the Board of Trustees for approval. Table 1, below, displays the 10 survey agencies. All of the agencies participated in the study.

Table 1 Survey Agencies
Cabrillo College

Table 2 Survey Classifications
Enrollment and Financial Services Advisor II
Facilities Project Analyst II
Financial Aid Advisor
Financial Analyst II
Financial Assistant II
Financial Technician II
Food Services Technician
Graphic Designer
Human Resources Specialist II
Information Technology Analyst II
Information Technology Technician II
Instructional Technician II
Library Media Technician II
Management Analyst II
Management Assistant
Office Assistant II
Performing Arts Program Technician
Program Analyst II
Program Assistant II
Program Specialist II
Program Supervisor
Registered Nurse
Research Analyst
Student Records Advisor
Supervisor, Purchasing
CLASSIFIED - OPERATIONS AND SUPPORT SERVICES
Athletic Trainer
Auto and Equipment Mechanic
Custodian II
Groundskeeper II
HVAC Mechanic
Maintenance Mechanic
Maintenance Electrician
Warehouse Services Clerk II
CONFIDENTIAL
Executive Assistant
Executive Assistant to the Board/Chancellor
Human Resources Analyst II
Human Resources Specialist II
Supervisor, Human Resources
Executive Assistant

- x The class's relationship to other classes in the series

The data was collected in November and December 2015.

**TABLE 4
SUMMARY OF BASE SALARY**

Survey Classification	WVMCCD Maximum Base Salary	Labor Market E Salary (Median)	% WVMCCD Is Above or Below Labor Market Median (Max Ba
Groundskeeper II	\$4,891	\$4,367	10.72%
HVAC Mechanic	\$6,686	\$6,015	10.04%
Maintenance Mechanic	\$6,256	\$4,784	23.52%
Maintenance Electrician	\$6,686	\$6,714	-0.42%
	\$5,104	\$4,384	14.11%
CONFIDENTIAL			
	\$6,779	\$6,606	2.56%
	\$8,322	\$7,683	7.68%
	New Class	\$6,970	New Class
	\$6,489	\$6,605	-1.79%
	\$8,524	\$9,836	-15.39%
	\$6,779	\$6,606	2.56%
EXECUTIVES			
	\$15,364	\$17,331	-12.81%
	\$17,374	\$20,006	-15.15%
	\$17,982	\$18,779	-4.43%
POLICE			
	\$6,158	\$6,819	-10.74%
SUPERVISORY			
	\$9,113	\$10,738	-17.83%
	\$6,904	Insuff Data	---
	\$9,481	\$8,466	10.71%

even if the recommendations for the journey level is to remain as is. If the current salary and recommended salary, based on market, are 10 or more ranges apart, two ranges have been recommended. Range A is for employees currently in the classification and range B is for new employees. For Information Technology Analyst II and Program Analyst II, because multiple specialized classifications have been recommended to be collapsed into one broad class, multiple ranges have been proposed. While the District does not want to negatively impact current employees, multiple ranges will assist with controlling the number of employees who receive compensation well above market.

APPENDIX A
BASE SALARY DATASHEETS

APPENDIX B
ADMINISTRATORS SALARY MATRIX

APPENDIX D
SALARY RECOMMENDATIONS