

~~May 28, 2019~~ July 17, 2019

MEMORANDUM OF UNDERSTANDING BETWEEN
THE PALOMAR COMMUNITY COLLEGE DISTRICT AND
THE COUNCIL OF CLASSIFIED EMPLOYEES CCE/AFT
LOCAL 4522

This Memorandum of Understanding (MOU) is entered by and between Palomar College Community College District ("District") and the Palomar College Council of Classified Employees, AFT Local 4522 ("CCE"), collectively "the parties."

Whereas, the parties have negotiated Classifications under Article 10 and identified that when the District changes an existing classification, the CCE/AFT will provide input no later than 15 business days after the Position Authorization meeting.

Whereas, the parties have agreed upon the implementation of the District-wide Reorganization process, MOU dated July 17, 2019 and all (3) forums on that MOU have been completed by 08/24/2019.

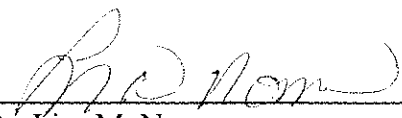
As such, effective 8/25/2019, the District has recommended making the following changes to the below existing classifications based on a reorganization of the Human Resources Department, pursuant to Title 5, Section(c)(3). Specific to this provision, the positions are being upgraded and renamed along with commensurate salaries based on a salary survey conducted by the District. In addition, per Article 21.3, unit members seniority date shall remain status quo and will be computed as identified in accordance with this section. Please see attached revised job descriptions/classifications.

- Employment Technician to Recruitment Technician
- Human Resource Technicians I, II and III to Human Resources Specialist
- Senior Employment Technician to Senior Recruitment Specialist
- **Administrative Specialist I to Administrative Specialist II (existing classification)**

Both parties have discussed and agreed to the specified changes within each classification. In addition to the changes, the parties also agree that trainings will be provided to the affected employees to assist in learning the new duties and responsibilities.

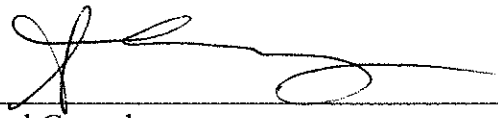
This MOU shall become effective upon approval, per Article 10.1.

Dated: 7/17/19



Dr. Lisa M. Norman
Assistant Superintendent/Vice President,
Human Resource Services

Dated: 7/17/19



Anel Gonzalez
President, CCE/AFT Local 4522