

July 11, 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 are interested in a transparent, consistent and fair process in all district-wide department reorganizations.

The district will provide 3 release time forums for the purpose of giving classified employees the opportunity to ask questions and receive information regarding timelines, budgets, and processes for the proposed district-wide department reorganizations. The forums will be held between 7/24/2019 and 8/24/2019. Each forum will be at least one (1) hour.

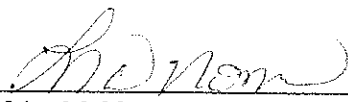
**In the event the District uses an outside organization/consultant to conduct** the salary studies that accompany ~~all~~ department reorganizations, **they** shall be conducted by ~~the same an~~ outside organization/consultant **and which** shall be mutually agreed upon by the CCE and District. The District shall provide the consultant with the proposed job duties to be used on the salary studies.

Employees who are reorganized into a higher grade shall keep their current step in the new grade. Employees who are reorganized into a lower grade shall be placed on the step in the new grade **that** ~~which~~ is closest to their current salary without any loss in compensation.


**Should the need for Bumping occur, as it relates to a reduction in force (layoff), Article 21: Layoff and Reemployment Rights shall be applied.** ~~and layoff provisions to be determined pending conversation with District regarding Article 21.3.~~

This MOU shall become effective upon approval **by the Board of Trustees.**

Dated: 7/17/19

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

Dated: 7/17/19

  
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Anel Gonzalez  
President, CCE/AFT Local 4522