

**CHAPTER 5: Non-Represented Personnel
BOARD POLICY NO. 5.64**

**BOARD POLICY
San Mateo County Community College District**

Subject: 5.64 Confidential Employees: Compensation and Benefits
Revision Date: 10/11; Reviewed 3/19
Policy References: Education Code Sections 70902(b)(4) and 88160; Government Code Sections 3540.1(c) and 53200

1. Salary compensation for confidential employees, as defined in Government Code Section 3540.1(c), will be determined by the Board of Trustees and reviewed annually. Because confidential employees are not entitled to representation by collective bargaining agents under the law and because of the nature of confidential work, the District maintain a two (2) percent differential between confidential salaries and the salaries of similar positions in the collective bargaining unit.
2. To the extent that they are not superseded by specific regulations applying to confidential employees, all policies contained in Chapter IV apply to confidential employees who are members of the Classified Service.
3. The following portions of the agreement between the District and the California School Employees Association (CSEA), Chapter 33 will also apply to confidential employees:
 - a. Retirement
 - b. Vacations. Confidential employees will receive two (2) additional days of vacation beyond the numbers listed in Appendix B of the CSEA contract
4. After meeting and conferring with representatives of management, changes in pay or benefits for confidential employees will be recommended to the Board of Trustees by the Chancellor.