

January 28, 2026 Management Response  
December 12 FFAP Response to  
November 21, 2025  
Management Response

Because the original proposal from FFAP included bolded language and emphasis in italics, the college is providing the response to the issues outlined in the proposal in red font. All of these comments are derived from the October 17, 2025 response and the Trüpp Study Task Force Charter.

Both parties agree that in ratification of the 2023-2027 FFAP Agreement, a bargaining note was included that stated *“PCC will conduct a market-rate compensation analysis, including a review of all College positions, classifications, and salaries during the term of a successor agreement. Following this analysis, PCC will receive recommendations for re-classifications and salary adjustments. The parties agree to address such changes through the midterm wages and benefits reopeners under Article 18. “*

The market-rate compensation analysis was completed by a consultant, Trüpp HR, and the results were delivered to the college in early summer 2025. This body of work is extensive and requires considerable review by affected parties. The College proposes a Trüpp Study Task Force.

FFAP and PCC Administration agree to analyze recommendations contained in the COMPENSATION, CLASSIFICATION & STAFFING STUDY via a joint workgroup including equal representation from FFAP, FCE, and Management. ~~Management proposes the Trüpp Study Task Force with equal representation from FFAP, FCE and Management. The workgroup shall convene beginning in Winter 2026, the annual scope of work including four outcomes with specific deadlines, membership, decision making authority, and group logistics.~~ The work is to be completed over a 12-month timeline beginning in Winter 2026 with the goal of developing a proposal to be introduced and bargained during the 2027 successor agreement. ~~The task force's analytical findings and recommendations will inform proposals that may be presented during 2027 bargaining.~~ PCC Administration agrees not to implement any changes related to the faculty and AP classification and compensation structure outside of ~~collective bargaining. Changes to classification or compensation is a mandatory subject of bargaining, management cannot make unilateral changes.~~ Changes to the faculty and AP

salary and classification system not addressed as part of the 2025 reopeners shall be bargained during the 2027 successor agreement. ~~The task force's analytical findings and recommendations will inform proposals that may be presented during 2027 bargaining.~~

The workgroup shall be conducted in line with the principles of shared governance outlined in Article 26.1, which states “*The College and the Federation also acknowledge that shared governance is a set of practices under which faculty and APs participate in making significant decisions concerning the operation of their institution. Shared governance has played a central role in the success of American higher education. It provides a mechanism for academic employees with training and frontline experience in curriculum, teaching, and all aspects of student support to be involved in decision-making in their areas of expertise.*”

(emphasis added) ~~The first line of the purpose statement on the proposal states “The Trüpp Study Task Force serves as PCC’s shared governance body for collaborative analysis of the Compensation, Classification, & Staffing Study conducted by Trüpp HR.”~~

We anticipate this work will account for approximately 83 hours during the Academic Year 2025-26 for all participants. Compensation, either pay or reassignment ~~will be determined in cooperation with the administrative supervisor. should be selected at the discretion of the participants. Participation on the Task Force may be considered College Service for full-time faculty members, special project work for part time faculty members, or an AP may be excused from their regular duties.~~

## STATE OF OREGON, EMPLOYMENT RELATIONS BOARD

## COST SUMMARY FORM

For ERB Use Only

Case No. ME-081-25

Date Filed 2/6/26

## Projected Increase/Decrease in Each Year

(add or shade unused columns as needed)

Proposal Description including Article or Section Numbers	Current Cost	Year 1	Year 2	Year 3	Total Projected Increase / Decrease	Explain calculations. List all factors and assumptions used in calculating costs for each year. Attach additional sheet if necessary.
Salary Structure for year 1 (2025-2026). Upon ratification increase the Salary Structure by 0.35%	\$91,889,535	\$236,684			\$236,684	Current cost includes vacant positions and other budget areas not subject to step and structure increases.
Salary Structure for year 2 (2026-2027) <b>Option A:</b> Once the final reductions in CCSF payments are known and the final reduction amounts are received from the HECC, the College proposes a tiered increase to the salary structure for FY27  The Range of the final cut to PCC allocation for the biennium as communicated by HECC between \$17.9 million to \$8 million. Wage increase to be 0.35%			\$958,058		Range from \$958,058 to \$1,165,782	Note that 4 options are provided. The total projected increase will depend on final funding provided by the State of Oregon in the 2026 Short Legislative Session.

<p>Salary Structure for year 2 (2026-2027) <b>Option B:</b> Once the final reductions in CCSF payments are known and the final reduction amounts are received from the HECC, the College proposes a tiered increase to the salary structure for FY27</p> <p>The Range of the final cut to PCC allocation for the biennium as communicated by HECC less than \$8 million to greater than \$6 million. Wage increase to be 0.40%</p>		\$1,027,300			
<p>Salary Structure for year 2 (2026-2027) <b>Option C:</b> Once the final reductions in CCSF payments are known and the final reduction amounts are received from the HECC, the College proposes a tiered increase to the salary structure for FY27</p> <p>The Range of the final cut to PCC allocation for the biennium as communicated by HECC Less than \$6 million to greater than \$3 million. Wage increase to be 0.45%</p>		\$1,096,541			
<p>Salary Structure for year 2 (2026-2027) <b>Option D:</b> Once the final reductions in CCSF payments are known and the final reduction amounts are received from the HECC, the College proposes a tiered increase to the salary structure for FY27</p> <p>The Range of the final cut to PCC allocation for the biennium as</p>		\$1,165,782			

communicated by HECC less than \$3 million. Wage increase to be 0.5%																												
Upon ratification, a one time lump sum payment of \$500 to be paid with regular wages within 60 days of ratification.		\$1,192,720			\$1,192,720																							
Health Insurance Benefit Package.	\$979,408	\$1,321,805			\$1,321,805	Total FT faculty and APs \$804,45 Total PT Faculty \$174,949																						
<table border="1"> <thead> <tr> <th>Full time staff (faculty and academic professionals)</th> <th>2025 monthly contribution</th> <th>Proposed monthly contribution</th> </tr> </thead> <tbody> <tr> <td>Self only</td> <td>\$785</td> <td>\$835</td> </tr> <tr> <td>Self + Spouse or Domestic Partner</td> <td>\$1,416</td> <td>\$1,566</td> </tr> <tr> <td>Self + Child(ren)</td> <td>\$1,315</td> <td>\$1,415</td> </tr> <tr> <td>Self + family</td> <td>\$1,953</td> <td>\$2,228</td> </tr> </tbody> </table> <p>Part-time Academic Professionals will have contributions prorated based on the position's budgeted FTE.</p> <p>Part Time Faculty at 65% contribution for all categories</p> <table border="1"> <tbody> <tr> <td>Self only</td> <td>\$542.75</td> </tr> <tr> <td>Self + Spouse or Domestic Partner</td> <td>\$1,017.90</td> </tr> <tr> <td>Self + Child(ren)</td> <td>\$919.75</td> </tr> <tr> <td>Self + family</td> <td>\$1,448.00</td> </tr> </tbody> </table> <p>Effective with the next open enrollment period, October 2026,</p>	Full time staff (faculty and academic professionals)	2025 monthly contribution	Proposed monthly contribution	Self only	\$785	\$835	Self + Spouse or Domestic Partner	\$1,416	\$1,566	Self + Child(ren)	\$1,315	\$1,415	Self + family	\$1,953	\$2,228	Self only	\$542.75	Self + Spouse or Domestic Partner	\$1,017.90	Self + Child(ren)	\$919.75	Self + family	\$1,448.00					
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employees selecting the Health Savings Account (HSA) eligible plan for either Moda or Kaiser will receive the balance of the district contribution as a contribution to a Health Savings Account as established by the employee.						
Trüpp Study Task Force Workgroup to review compensation study completed by a consultant Trüpp HR		No cost			No cost	Final management proposal from January 28, 2026 attached as Exhibit A
<p>Based on the following, PCC management has not consented to opening any additional articles of the collective bargaining agreement. The purpose of this limited economic reopeners follows past practice to comply with Article 33.4 and limit the economic reopeners to the salary structure (appendices A, B, C and D) and district contribution to health insurance.</p> <p>Article 33.4 Reopeners. The parties agree that negotiations may be reopened under the provisions of Articles 33.4, or by mutual consent.</p> <p>The College and the Federation agree to reopen wages and benefits in Spring term of 2025, for the 2025-2026 and 2026-2027 contract years.</p> <p>Also, in the Ground Rules signed on July 1, 2025, #3 states "Pursuant to Article 33.4, reopening of any articles other than wages and benefits for the 2025-2026 and</p>						

2026-2027 Negotiations for Article 5.8.2 regarding the market-rate compensations analysis, shall be by mutual consent."						
<b>TOTAL (for each column)</b>	\$ 92,868,943	\$ 2,751,209	Range from \$958,058 to \$1,165,782	\$ 0.00	Range from \$3,709,267 to \$3,916,991	