

BP 6240 CONFIDENTIAL EMPLOYEES

Reference:

Government Code Section 3540.1(c)

Confidential employees are those who are required to develop or represent management positions with respect to employer-employee relations or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions. The fact that an employee has access to confidential or sensitive information shall not in and of itself make the employee a confidential employee.

A determination whether a position is a confidential one shall be made by the Board of Trustees in accordance with applicable law.

Confidential employees are not eligible for inclusion in a bargaining unit represented by an exclusive representative and the terms and conditions of their employment are not controlled by any collective bargaining agreement.

Because Confidential employees are employed as regular members of the classified service, employment shall be consistent with other provisions of these policies regarding employment of classified employees.

The evaluation of confidential employees shall include consideration of the employee's demonstrated, or progress toward, proficiency in diversity, equity, inclusion, and accessibility competencies that enable work with diverse communities.

Date Adopted: May 18, 2010

Revised: September 19, 2023

Formerly: 7240

AP 6240 CONFIDENTIAL EMPLOYEES

Reference:

Government Code Section 3540.1(c)

The terms and conditions of employment for confidential employees shall be the same as that provided for the classified employees covered by the classified Association. This pertains, but is not limited to, employee benefits, leaves, discipline, transfers, reassignments and evaluations.

Confidential employees shall be paid in accordance with the placement of their position within the confidential classified salary schedule.

Office of Primary Responsibility: Vice Chancellor, Human Resources & Employee Relations

Administrative Approval: September 26, 2011
Formerly: 7240