

BP 7230 Confidential Employees

Reference:

Government Code Section 3540.1(c)

- 1.0 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.
- 2.0 The determination whether a position is designated as a confidential position shall be made by the Board of Trustees in accordance with applicable law and with the regulations of the California Public Employment Relations Board.
- 3.0 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.
- 4.0 The Board of Trustees shall fix and prescribe the duties of confidential employees.
- 5.0 The Chancellor shall establish procedures for the employment of confidential employees, including, but not be limited to, procedures for evaluation and rules regarding leaves, transfers, and reassignments.
- 6.0 The Board of Trustees reserves the right to determine the personnel structure of the District and to reorganize and reassign confidential positions within the District.
- 7.0 The probationary period for confidential employees shall be one year.

See Administrative Procedures:

- AP 7230-1 Confidential Employees - Workweek, Hours and Overtime
- AP 7230-2 Confidential Employees - Holidays
- AP 7230-3 Confidential Employees - Vacation Plan
- AP 7230-4 Confidential Employees - Leaves
- AP 7230-5 Confidential Employees - Personnel Files
- AP 7230-6 Confidential Employees - Professional Growth and Development Program
- AP 7230-7 Confidential Employees - Evaluation
- AP 7230-8 Confidential Employees - Transfer, Layoff and Bumping Rights
- AP 7230-9 Confidential Employees - Disciplinary Action
- AP 7230-10 Confidential Employees - Salary Provisions
- AP 7230-11 Confidential Employees - Complaint Process
- AP 7230-12 Confidential Employees - Proposals by Confidential Employees Group
Regarding Employee-Related Issues

Date of Adoption: March 25, 2008