

June 18, 2020

20-162

COLLEGE PRESIDENT CONTRACT RENEWAL

PREPARED BY: Lisa Bledsoe, Associate Vice President, Human Resources

APPROVED BY: Sylvia Kelley, Executive Vice President
Jim Harper, Chair, PCC Board of Directors

REPORT: This resolution renews the College President's contract for a three-year period from July 1, 2020 through June 30, 2023 and for a rolling three-year period thereafter.

The Board has conducted its annual performance assessment of the President and determined its strong desire to support and encourage his continued efforts to lead the College, and to support his ongoing efforts to raise the profile of PCC, in particular with the Portland area business community and through increased activity in various public service and community social networks to the benefit of the College and the PCC Foundation.

The Board has an expressed interest in assuring continuity of the high quality of College leadership which has been provided by the President. At this time, as a means to ensure organizational stability, the Board prefers to offer the President a multi-year package, rather than a year-by-year renewal. This multi-year approach is preferred in light of the myriad challenges the College faces including the current economic conditions and the anticipated impact of those conditions during the coming State of Oregon biennial legislative and budget processes with regard to funding for Community Colleges; the high level of demand for PCC services, continued growth and increasing enrollments, as well as the bond program implementation; and, recognizing the benefits to PCC of retaining a College President with the stature of Mark Mitsui in relationships he has built with the political, civic, education and business communities at the local, regional and national levels.

For FY 2019-20, the College President received no increase in base salary. Achieving and maintaining a competitive compensation package for the College President has been a goal of the Board. Considering the foregoing circumstances, this resolution modifies the time allocated for the President's

annual vacation, and, provides for a retention incentive payable upon completion of the full three-year contract.

RECOMMENDATION: That the Board of Directors approve the following adjustments to the total compensation package of the College President:

- That the "WorkYear/Vacation" provision of the contract be modified to increase the number of days allocated for vacation to 30 days annually beginning FY 2020-21.
- That the President's other benefits be increased for each of the three fiscal years FY2020-21, FY2021-22 and FY2022-23, to the same extent as all other managers of the College,
- That a provision be added to the College President's contract providing for a retention incentive with the schedule of annual contributions beginning July 1, 2020: Year 1: \$20,000; Year 2: \$25,000; Year 3: \$30,000, and payable upon completion of the full three years on June 30, 2023
- That the Chair is authorized to execute the revised contract on behalf of the Board, subject to approval as to form by the College's legal counsel.