

June 18, 2020

20-163

BOARD RESOLUTION FOR EXECUTIVE
MANAGEMENT AND CONFIDENTIAL SALARY
AND BENEFIT ADJUSTMENTS FOR FY 2020-21

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APPROVED BY: Sylvia Kelley, Executive Vice President
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REPORT: The College has a goal of paying competitive salaries and benefits and making annual salary adjustments that reflect market trends in order to maintain the relative market position of executive, management and confidential salaries, and to address concerns with salary compression among employees groups. To allow for this, the College budgeted funds for an FY20-21 increase for executive, management and confidential employees.

It is recommended that the College President be granted the authority to approve an annual salary increase for executive, management and confidential employees for FY20-21 within the resources that have been budgeted, and that the College President implement cost saving measures (e.g., unpaid furlough days) to eliminate or reduce the financial impact of those increases on the budget, as needed.

RECOMMENDATION: That the Board of Directors approve the following:
That the College President be granted the authority to approve an annual salary increase for executive, management and confidential employees for FY20-21, and that the College President is further granted the authority to implement cost saving strategies to eliminate or reduce the financial impact of those increases on the budget as the College President determines necessary.

Notwithstanding the preceding paragraph, the president may delay the salary adjustment to the start of any later pay period in FY 20-21 if the president deems it necessary or advisable for budgetary reasons. Any adjustment will be implemented in accordance with Human Resources practice.

That the monthly maximum College contributions toward employee health insurance (combined medical,

prescription drug, vision and dental) shall remain at:

Employee \$773
Employee Spouse/Partner \$1416
Employee + Child(ren) \$1315
Family \$1667