

September 23, 2021

22-033

EXECUTIVE, MANAGEMENT AND CONFIDENTIAL
SALARY AND BENEFIT ADJUSTMENTS FOR
FY 2021-22

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APPROVED BY: Sylvia Kelley, Executive Vice President
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STRATEGIC THEME: Enterprise: Cultivate a long-term sustainable college enterprise

REPORT: This resolution adjusts the salary structure for Management, Confidential and Executive employees of the College and authorizes increases to the base salary of each individual employed in these three employee groups.

Survey data from multiple sources during the current year has been reviewed. The data comes from the Portland Area Cross Industry Survey, Government/Education (Milliman); Northwest Management Salary Survey, Government/Education (Milliman); and the World at Work Salary Budget Survey, Education/Western US. The data from these sources show an average structure adjustment of 2.1% and an average individual incumbent salary adjustment of 2.5%.

RECOMMENDATION: That the Board of Directors approve for FY 2021-2022 the following adjustments:

An increase of 2.1% to the salary structure; plus

An increase of 2.5% applied to the salaries of each individual management, confidential and executive employee.

All such adjustments to be applied in accordance with Human Resources practice and to be effective as of the first pay period of FY 2021-2022.

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