

July 20, 2023

24-021

COLLEGE PRESIDENT COMPENSATION ADJUSTMENT  
FOR FY 2023-2024

PREPARED BY: Michaelyn Seals, Total Rewards Director, People Equity Strategy and Culture

APPROVED BY: Dr. Steven Nakana, Vice President, People Equity Strategy and Culture  
Eric Blumenthal, Executive Vice President, Administration & Finance  
Tiffani Penson, Chair, PCC Board of Directors

STRATEGIC THEME: Enterprise: Cultivate a long-term sustainable college enterprise

REPORT: This resolution is to adjust the compensation of the PCC President for FY 2023-2024 in accordance with the base salary provisions of the President's employment contract.

Per Section 4 of the employment contract, the Board may adjust the President's base salary annually as part of the performance review process detailed in the evaluation section of the contract. Any adjustment to salary or benefits pursuant to the performance review process shall be approved by the vote of the Board in public session.

In accordance with the contract, if the performance review process occurs after July 1, any adjustment to the base salary approved as a result of the performance review process shall be retroactive to July 1.

Given the exemplary performance of the President as determined by the Board through the annual evaluation process, and in consultation with the People, Equity, Strategy, and Culture division as to an appropriate base salary adjustment, the following base salary adjustment is recommended consistent with the analysis of local, regional, and national annual percentage increases for community college presidents.

RECOMMENDATION: That the Board of Directors approve the following adjustment to the base salary of the College President:

That the President's base salary for FY 2023-2024 shall be increased by 5% to \$308,574 retroactive to July 1, 2023.