

March 21, 2024

24-100

MANAGEMENT, CONFIDENTIAL, AND EXECUTIVE SALARY
AND BENEFIT ADJUSTMENTS FOR FY 2023-24 and FY
2024-25

PREPARED BY: Dr. Howard Croom, Associate Vice President,
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APPROVED BY: Dr. Adrien L. Bennings, President

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 CUPA-HR Professional and Administrative Surveys for All Public - Pacific Region. The data from these sources show an average market adjustment of 5.23%, based on 2022 data. PACMACC also considered the significant increases in inflation and high cost of living in the Portland metropolitan area.

RECOMMENDATION: That the Board of Directors approve for FY 2023-24 the following adjustments:

For Management and Executive Employees, a 6.0% increase to the salary structure;

For Confidential employees, a 5.0% increase to the salary structure;

An increase of 3.5% applied to the salaries of each individual management and executive employee; and an increase of 4.5% for each individual confidential employee; and

All such adjustments to be applied in accordance with PSEC practice and to be effective as of the first pay period of FY2023-24; and

That the Board of Directors approve for FY2024-25 the following adjustments:

For Management and Executive Employees, a 8.0% increase to the salary structure;

For Confidential employees, a 8.0% increase to the salary structure;

An increase of 3.5% applied to the salaries of each individual management, confidential, and executive employee;

All such adjustments to be applied in accordance with PSEC practice and to be effective as of the first pay period of FY2024-25; and

That the college maximum monthly contributions for health insurance for Management, Confidential, and Executive employees be increased based on the employee's elected tier of enrollment as follows: Employee only: \$785; Employee + spouse: \$1416; Employee + child(ren): \$1315; Family: \$1953.