

April 16, 2026

26-079

BOARD RESOLUTION FOR REINSTATEMENT OF
MANAGEMENT AND CONFIDENTIAL SALARIES
PREVIOUSLY REDUCED BY 1.58% AND CHANGES TO
BENEFIT ALLOCATIONS

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STRATEGIC THEME: Operational Excellence: Efficiency, Effectiveness, and Fiscal Sustainability; Shared Values: People, Connectedness, and Empowerment

REPORT: PCC managers and confidential employees have taken a 1.58% salary reduction for the 2025-2027 biennium, approved through a [board resolution](#) in June 2025. These employees did not receive a salary increase for '25-'26 and will not receive one for '26-'27 due to the College's financial situation. In order for PCC to be an employer of choice in Portland, and to generate savings from cost avoidance by strengthening both recruitment and retention of management and confidential employees, the following is recommended for Board consideration:

The College is requesting authorization to reinstate the full salaries of employees in these classifications who had previously taken a salary reduction of 1.58%. This change shall be effective July 1, 2026, with the change reflected in the August 1st payroll, at an estimated cost of \$645,000. (The Vice

Presidents and Executive Vice President are excluded from the salary restoration.)

Employees in these classifications are eligible for a one-time option to cash out up to 40 hours of vacation to be requested no later than May 15, 2026. Cost estimated at \$784,000 if all eligible employees used this option.

Beginning with the April 21 to May 20 effective June 1 pay cycle, the monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) for confidential and management employees shall increase, as follows:

Employee \$837
Employee + Spouse \$1,566
Employee + Children \$1,415
Family \$2,228

Effective October 1, 2026, for those who qualify, a contribution to a Health Savings Account (HSA) for individuals who select an eligible health plan. Information resources will be provided to assist employees to make health plan decisions.

RECOMMENDATION: That the Board of Directors approve these changes to the salary and benefits for confidential and management employees.