

May 20, 2004

04-145

BOARD RESOLUTION FOR MANAGEMENT AND
CONFIDENTIAL SALARY AND BENEFITS ADJUSTMENTS
FOR FY 2004-05

PREPARED BY:
APPROVED BY:

Jerry Donnelly, Director, Human Resources
Randy McEwen, Vice President, Administrative Services
Gerard "Jerry" Berger, District President

REPORT:

This resolution amends Board resolution 04-011, adopted by the Board on July 17, 2003. Resolution 04-011 approved salary and benefit adjustments for both FY04 and FY05. The FY05 component of the resolution was based on the significant budgetary uncertainties facing the college at that time. In light of those uncertainties the resolution held salary adjustments to 1.5% for all management and confidential staff despite market survey information which showed that such salaries were lagging our competitive market by approximately 4%. The resolution also approved increasing the College monthly contribution to health insurance premiums to \$470 effective with the October 1, 2004 pay date.

The 1.5% decision needs to be reconsidered. PCC's experience over the past year, and currently, is that we are lagging the competitive market substantially in this compensation category by as much as 15% in some job functions. This recommended compensation increase will assist in preventing PCC from falling further behind market.

RECOMMENDATION:

That the Board of Directors approve for FY 04-05:

- an adjustment of 1.0% to the salary schedule for Management and Confidential Employees, and a 3.0% adjustment to the salary of each individual Management and Confidential employee; to be applied in accordance with College practice which means that employees at the top of the range receive a 1% compensation increase and

that the increase for any Management or Confidential employee will not exceed 3%; to be effective with the first pay period of FY 04-05.

- And, that the Board of Directors approve adjustment to the College contribution for health insurance to a maximum of \$480, effective with the October 1, 2004 payroll.

Director Anderson moved to approve Resolutions 04-139 through 04-148, 04-153 through 04-155, and 04-157. It passed unanimously.