

September 15, 2005

06-013

BOARD RESOLUTION FOR EXECUTIVE OFFICER  
COMPENSATION AND BENEFITS FOR FY 2005-06

PREPARED BY: Jerry Donnelly, Director, Human Resources Department

APPROVED BY: Randy McEwen, Vice President, Administrative Services  
Preston Pulliams, District President

REPORT: This resolution is to adjust the compensation packages of the Campus Presidents, the Vice-President – Administrative Services and the Vice-President – Academic and Student Affairs.

When conducting searches for Executive staff of the College, PCC competes in a national market. A well documented wave of retirements is occurring nationally among community college leaders and it is creating a highly competitive environment. Data gathered from a variety of sources including the College & University Professional Association – HR national survey of two year institutions shows that PCC salaries for our Campus Presidents and District Vice-Presidents has fallen substantially behind this competitive market.

In 2003 the Board responded to this environment by granting the District President authority to establish individual employment contracts for the other executive officers of the College. The Board has previously expressed support for the concept of a salary range for Executive Officers to provide the District President with sufficient latitude in filling vacancies.

RECOMMENDATION: That the Board of Directors approve the establishment of a salary range for Executive Officers. The recommended range for FY06 is from a minimum of \$110,000 to a maximum of \$145,000. We further recommend that the District President be provided latitude within that range to adjust the base salary for incumbent executive officers in consultation with the Board.

- That each current executive officer's salary be increased to \$125,000 effective with the first pay period of FY06;

- That each executive's annual auto allowance will be increased from \$3,600 to \$4,320.
- And, that each executive's other benefits be increased for FY06 to the same extent as all other managers of the College.