

September 15, 2005

06-014

BOARD RESOLUTION FOR DISTRICT PRESIDENT
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 package of the District President.

The Board has sought to maintain a competitive package of compensation and benefits for the District President. A well documented wave of retirements is occurring nationally among community college leaders and it is creating a highly competitive environment. In order to maintain our competitive position in this environment an increase in the President's contract is in order.

RECOMMENDATION: That the Board of Directors approve adjustment to the salary and benefits package of the President of the College:

- That the President' salary be increased by 3.5% to \$175,950, and that the President shall have the option to accept all or part of the increase as deferred compensation;
- That the President's auto allowance be increased to \$9,600;
- That the President's miscellaneous expense account be increased to \$14,500.
- That the President's vacation accrual be increased from 22 to 28 days per year;
- That the President's other benefits be increased for FY06 to the same extent as all other managers of the College;

- That certain other non-monetary revisions be made to the President's contract, including increasing the notice periods for no cause and disability termination to 30 days, elimination of the reemployment setoff against severance, and correction of certain redundancies and inaccurate cross-references;
- That the Chair is authorized to execute the revised contract on behalf of the Board, subject to approval as to form by the College's legal counsel.