

June 15, 2006

06-106

BOARD RESOLUTION FOR EXECUTIVE OFFICER
COMPENSATION FOR FY 2006-07

PREPARED BY:

Jerry Donnelly, Director, Human Resources

APPROVED BY:

Randy McEwen, Vice President, Administrative Services
Dr. Preston Pulliams, District President

REPORT:

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

In September 2005, in response to the highly competitive market for College executive recruitments, the Board authorized the establishment of a salary range for Campus Presidents and the District Vice-Presidents of \$110,000 to \$145,000. Data from multiple national and regional sources indicate that salary structures in our market have increased by 1.9% to 2.5%.

RECOMMENDATION:

That the Board of Directors approve an adjustment to the salary schedule and the individual salaries and benefits package of the Campus Presidents and District Vice-Presidents:

- an adjustment of 2.0% to the salary range for executive officers; (this increases the salary schedule ranges, not actual compensation)
- a 3.4% adjustment to the salaries of each individual executive officer, such increase to be effective as of the first pay period of FY 06-07;
- a one time "years of service" adjustment to the base salary of those executive officers who have been employed in a management position with the College for 5 or more years as of June 21, 2006, on the following schedule: 5 to 12 years, 0.5%, 13 to 20 years, 1.0%, and more than 20 years, 1.5%; and,

- That each executive's annual auto allowance be increased by 3% to \$4,450.
- That each executive's general expense allowance be increased by 3% to \$1,030.
- And, that each executive's other benefits be increased for FY06 to the same extent as all other managers of the College.
- That the President and Board Chair are authorized to execute the executive contracts reflective of these changes on behalf of the Board, subject to approval as to form by the College's legal counsel.