

July 19, 2007

08-006

BOARD RESOLUTION FOR EXECUTIVE OFFICER  
COMPENSATION FOR FY 2007-08

PREPARED BY: Jerry Donnelly, Director, Human Resources

APPROVED BY: Randy McEwen, District Vice President  
Dr. Preston Pulliams, District President

REPORT: This resolution will adjust the compensation packages of the Campus Presidents, the Vice-President – Academic and Student Affairs and the Vice-President – Finance. (Note: The District Vice-President's FY 2007-08 salary was set when the position was created by Board resolution 07-060, approved at the March 15, 2007 meeting of the Board. Only the benefit adjustment portion of this resolution applies to the District Vice-President.)

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 College Vice-Presidents on the basis of market data. The Board subsequently approved an adjustment of 2% in FY 2006-07. Data from the recent Segal Group study of management and confidential total compensation found that those adjustments have been appropriate and the FY 2006-07 salary range for these executive positions is within the margin of + or – 5% of market mid-point.

Further information from multiple market survey sources indicates that the anticipated adjustments for employees in this group will average 3.7% - 4.1% for FY 2007-08.

For FY 2006-07, the Board approved an adjustment of 3% to the auto allowance of executive staff. For calendar year 2007, the IRS mileage reimbursement rate applied to other college staff paid for mileage on a reimbursement basis increased by 9%.

RECOMMENDATION:

That the Board of Directors approve an adjustment to salary and benefit package of the Campus Presidents and College Vice-Presidents:

- A 4.0% adjustment to the salaries of each individual executive officer, such increase to be effective as of the first pay period of FY 2007-08;
- That each executive's annual auto allowance be increased by 4% to \$4,630.
- And, that each executive's other benefits be increased for FY 2007-08 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.