

July 16, 2009

10-006

BOARD RESOLUTION FOR EXECUTIVE OFFICER  
COMPENSATION FOR FY2009-2010

PREPARED BY: Jerry Donnelly, Director, Human Resources

APPROVED BY: Wing-Kit Chung, Vice President, Administrative Services  
Dr. Preston Pulliams, District President

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

In light of the current economic conditions and the resulting PCC budget impact, the Executive staff, as a team, has agreed with the District President's recommendation for no increase in base salaries for FY2009-10.

In order to maintain consistency with our overall salary structure for management and confidential employees, Human Resources requests authority to adjust the salary range for executive staff by 1.75%. This range adjustment does not result in any adjustment to the salaries of incumbent Executives.

Currently Executive staff, other than the District President, receives a general expense allowance of \$1,070 annually, paid on a monthly basis. This allowance is taxed income and at the current level results in a net allowance of approximately \$55 per month. General miscellaneous expenses related to their respective College roles typically exceed this amount. This resolution requests that the general expense allowance be increased to \$2,500 annually.

RECOMMENDATION: That the Board of Directors approve:

- That the salary range for Executive Officers be increased by 1.75%.

- That Executive Officers continue at the same annual salary as they received for FY2008-09.
- That the annual general expense allowance for each Executive Officer of the District be increased from \$1,070 to \$2500 effective with the first payroll period of FY 2009-10
- That each Executive's other benefits be increased for FY 2009-10 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.