

June 17, 2010

10-122

EXECUTIVE OFFICER COMPENSATION FOR  
FY2010-11

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, Vice-President – Academic and Student Affairs and the Vice-President – Administrative Services for FY2010-11.

For the current fiscal year (FY2009-10), the Executive Officers received no increase in base salaries. In order to maintain consistency with the overall salary structure for management and confidential employees, Human Resources was granted authority to adjust the salary range for executive staff by 1.75%. (The range adjustment did not result in any adjustment to the salaries of incumbent Executives.) The monthly general expense allowance for each Executive was increased by \$120, to an annual total of \$2,500.

For a number of years, achieving and maintaining a competitive compensation package for these Executive Officer positions has been a goal of the Board. While the economic conditions continue to indicate slow market growth, the survey of 20 competitor Community Colleges and other published multi-employer surveys by Human Resources found average increases for management positions to be in a range from 1% to 2% for FY2010-11. In light of these findings and the zero salary increase for FY2009-10 a 3% adjustment is recommended for FY2010-11, which results in an average annual increase of 1.5% for the biennium.

**RECOMMENDATION:** That the Board of Directors approve

- That the salary range for Executive Officers be increased by 1.89% to maintain consistency with the Management and Confidential staff schedule.
- That the base salary of each Executive Officer be increased by 3% for FY2010-11.
- 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.