

September 16, 2010

11-015

DISTRICT PRESIDENT CONTRACT RENEWAL FOR  
FY 2010-11 THROUGH FY2012-13.

PREPARED BY: Jerry Donnelly, Director, Human Resources

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

REPORT: This resolution renews the District President's contract for a three year period.

The Board previously conducted its annual performance assessment of the President and determined its strong desire to support and encourage his continued efforts to lead the College; to support his on-going efforts to raise the profile of PCC, in particular with the Portland area business community and through increased activity in various public service and community social networks to the benefit of the College and the PCC Foundation.

The Board has an expressed interest in assuring continuity of the high quality of District leadership which has been provided by the President. At this time, as a means to ensure organizational stability, the Board prefers to offer the President a multi-year package, rather than a year-by-year renewal. This multi-year approach is preferred in light of the myriad challenges the College faces including the current economic conditions and the anticipated impact of those conditions during the coming State of Oregon biennial legislative and budget processes with regard to funding for Community Colleges; the high level of demand for PCC services, continued growth and increasing enrollments, as well as the bond program implementation; and, recognizing the benefits to PCC of retaining a District President with the stature of Dr. Pulliams in relationships he has built with the political, civic, education and business communities at the local, regional and national levels.

For fiscal year (FY2009-10), the District President received no increase in base salary or other allowances.

In order to conform to the requirements of the Oregon Educators Benefits Board (OEBB) plans, the District President's life insurance was modified to a 'two times annual salary' basis. The Board also provided an additional year of deferred compensation contribution to the President's length of service distribution, to be paid in FY2013-14.

For a number of years, achieving and maintaining a competitive compensation package for the District President has been a goal of the Board. Considering the foregoing circumstances, this resolution provides for adjustments to base pay and allowances for FY2010-11, no increases to base pay or allowances for FY2011-12 or FY2012-13; modifies the time allocated for the President's Professional Growth activities; increases annual vacation; and, provides for a retention incentive payable upon completion of the full three year contract.

**RECOMMENDATION:** That the Board of Directors approve the following adjustments to the total compensation package of the District President for the three year period beginning FY2010-11 and continuing through FY2012-13:

- That the President's salary for FY2010-11 shall be increased by 5%;
- That the President's allowances for housing, auto expenses and general expenses each shall be increased by 5%;
- That the increases to the President's base salary and allowances shall be effective retroactively to the first payroll period of FY2010-11;
- That the President's base salary and allowances for FY2011-12 and FY2012-13 shall remain the same as the amounts payable in FY2010-11;
- That the 'Professional Growth of President's provision of the contract be modified to increase the number of days allocated for 'release/renewal' time to 14 days annually as of FY2010-11;

- That the 'Work Year/Vacation' provision of the contract be modified to increase the number of days allocated for vacation to 35 days annually.
- That the President's other benefits be increased for each of the three fiscal years FY2010-11, FY2011-12 and FY2012-13, to the same extent as all other managers of the College, except that the President's College provided life insurance plan shall be two times annual salary.
- That a provision be added to the President's contract providing for a one time, retention incentive of \$60,000 payable upon completion of the full three years. Such payment to be forfeited if the President leaves PCC employment prior to that time, except that in the event of the President's death, a pro-rata portion of the retention incentive shall be payable to the President's estate.
- 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.