

August 26, 2011

12-020 BOARD RESOLUTION FOR EXECUTIVE OFFICER
COMPENSATION FOR FY2011-12

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 FY2011-12.

Achieving and maintaining a competitive compensation package for these Executive Officer positions has been a goal of the Board for a number of years. While economic conditions continue to indicate slow market growth, published multi-employer surveys of executive compensation reviewed by Human Resources found structure adjustments in the range of 1.0% to 1.1%. 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 1.25%.

Review of the same multi-employer surveys (Milliman, Portland Area Cross Industry Survey – All Industries and Government and Education, CUPA-HR Administrative Compensation Survey and the Milliman Oregon Public Employer Survey – “Other Agencies”) found average individual increases for executive positions range from 1.4% to 2.3%, with an average individual adjustment of 1.7%.

This resolution requests authority to apply the ‘model A’ approach of combining the structure adjustment and individual adjustment for these Executive Officer positions consistent with the recommendation for Management and Confidential staff.

RECOMMENDATION: That the Board of Directors approve

- That the salary range for Executive Officers be increased by 1.25% to maintain consistency with the Management and Confidential staff schedule; plus
- an increase of 1.25% applied to the salaries of each individual executive officer; and that the individual adjustment be applied using the 'model A' approach; plus
- a one-time, lump sum payment to each individual Executive Officer equal to 1.0% of annual salary;
- such adjustments to be applied in accordance with Human Resource practice and to be effective as of the first pay period of FY 2011-12.
- That each Executive's other benefits be increased for FY 2011-12 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.