

July 17, 2013

14-007

BOARD RESOLUTION FOR EXECUTIVE OFFICER
COMPENSATION AND BENEFIT ADJUSTMENTS FOR FY
2013-14

PREPARED BY: Lisa Bledsoe, Director, Human Resources Department

APPROVED BY: Wing-Kit Chung, Vice President, Administrative Services
Dr. Jeremy Brown, College President

REPORT: This resolution is to adjust the compensation packages of the Campus Presidents, the College Vice-President, Vice-President – Academic and Student Affairs and the Vice-President – Administrative Services for FY2013-14.

To maintain consistency with our overall salary structure for management and confidential employees, this resolution requests authority for HR to make a structure 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 1.5% to maintain consistency with the Management and Confidential staff schedule; however,
- If the cost of living cap provision in SB 822 are overturned in litigation and the negative impact to the College budget is more than \$1.5 million in one or both years of the biennium, salaries will be reduced by 1% per year of the following biennium. If the negative impact to the College budget for the biennium is between \$.75 to 1.5 million in one or both years, salaries will be reduced by .5% per year of the following biennium; and
- For each \$10M increase in the Community College Support Fund, (with a ceiling of \$20M), salaries will be increased 0.5% prospectively. For each \$10M decrease in the CCSF, (with a floor of \$20M), salaries will be decreased 0.5% prospectively.
- A one-time lump sum payment to each individual executive officer equal to 1.5% 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 2012-13.
- That each Executive's other benefits be increased for FY 2012-13 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.