

November 19, 2015

16-043

BOARD RESOLUTION FOR MANAGEMENT, CONFIDENTIAL  
AND EXECUTIVE SALARY AND BENEFIT ADJUSTMENTS FOR  
FY 2015-16

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APPROVED BY: Sylvia Kelley, Interim President

REPORT: This resolution adjusts the salary structure for Management, Confidential and Executive employees of the College, and authorizes increases to the base salary of each individual employed in these three employee groups.

Survey data from multiple sources during the current year has been reviewed. The primary survey data comes from the 2015 Portland Area Cross Industry Survey, Government/Education (Milliman); Northwest Management Salary Survey, Government/Education (Milliman); and the College and University Professional Association – Human Resources (CUPA-HR), Associates Granting Institutions and Top Executive and Officers/Public. The data from these sources show an average structure adjustment of 2.2% and an average individual incumbent salary adjustment of 2.7% for management and executive employees.

Due to budgetary considerations, the FY 2015-16 adjustment recognizes that the structure and individual increases for management and executive salaries are less than the average adjustments shown in the primary survey data.

RECOMMENDATION: That the Board of Directors approve for FY 2015-2016 the following adjustments:

An increase of 2% to the salary structure; plus

An increase of 2% applied to the salaries of each individual management and executive employee and an increase of 3% applied to the salaries of each individual confidential employee.

All such adjustments to be applied in accordance with Human Resources practice and to be effective as of the first pay period of FY 2015-2016.

Two weeks of paid Parental Leave in accordance with College policy.

That the College maximum monthly contributions for health insurance be increased effective with the December 1, 2015 payroll based on the employee's elected tier of enrollment as follows: Employee Only \$702; Employee + Spouse \$1286; Employee + Children \$1196; Family \$1516.