

September 21, 2017

18-040

BOARD RESOLUTION FOR MANAGEMENT,
CONFIDENTIAL AND EXECUTIVE SALARY AND BENEFIT
ADJUSTMENTS FOR FY 2017-2018

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REPORT: Management, confidential and executive employees received Board approved salary structure increases in each year of the 2013-2015 biennium. Per resolution dated July 17, 2013, salary structure increases were contingent upon PERS savings from SB 822, and salary structures were to be reduced by one percent per year in each of two years if SB 822 was overturned. Due to the overturn of SB 822, salary structures for FY 2016-17 shall be reduced by one percent before applying the FY2017-18 salary structure increase. (Salary structures are also subject to a one percent reduction in year two of the biennium.)

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 data comes from the 2017 Portland Area Cross Industry Survey, Government/Education (Milliman); Northwest Management Salary Survey, Government/Education (Milliman); and the World at Work Salary Budget Survey, Education/Western US. The data from these sources show an average structure adjustment of 1.7% and an average individual incumbent salary adjustment of 2.9%.

RECOMMENDATION: That the Board of Directors approve for FY 2017-2018 the following adjustments:

An increase of 1.7% to the salary structure; plus

An increase of 2.9% applied to the salaries of each individual management, confidential and executive

employee; and

All such adjustment to be applied in accordance with Human Resources practice and to be effective as of the first pay period of FY 2017-2018.

Effective with the October 1, 2017 payroll, that the monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) shall be as follows:

Employee	\$751
Employee + Spouse	\$1377
Employee + Children	\$1279
Family	\$1622