

June 21, 2018

18-143

BOARD RESOLUTION FOR MANAGEMENT AND
CONFIDENTIAL SALARY AND BENEFIT ADJUSTMENTS
FOR FY 2018-2019

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REPORT: Management and Confidential 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 2017-18 shall be reduced by one percent before applying the FY 2018-19 salary structure increase. (Salary structures were also subject to a one percent reduction in year one of the biennium.)

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

Survey data from multiple sources during the current year has been reviewed. The data comes from the 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 a median structure adjustment of 2.1% and a median individual incumbent salary adjustment of 2.8%.

RECOMMENDATION: That the Board of Directors approve for FY 2018-2019 the following adjustments:

An increase of 2.1% to the salary structure; plus

An increase of 2.8% applied to the salaries of each individual management and confidential employee; and

A supplemental increase of 3% applied to the salaries of individual management and confidential employees whose salary remains at less than 40% into the range after five years of service after structure increases have been applied.

All such adjustments to be applied in accordance with Human Resources practice and to be effective as of the first pay period of FY 2018-2019.

Effective with the October 1, 2018, payroll, that the monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) shall be as follows:

Employee	\$773
Employee + Spouse/ Partner	\$1416
Employee + Child(ren)	\$1315
Family	\$1667