

June 21, 2018

18-144

BOARD RESOLUTION FOR EXECUTIVE OFFICER  
COMPENSATION AND BENEFIT ADJUSTMENTS FOR FY  
2018-2019

PREPARED BY: Lisa Bledsoe, Associate Vice President, Human Resources

APPROVED BY: Sylvia Kelley, Executive Vice President  
Mark Mitsui, College President

REPORT: Executive Officers 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 compensation packages of the Campus Presidents, Executive Vice-President, Vice-President – Academic Affairs, Vice-President – Student Affairs, Vice-President – Finance and Administration for FY 2018-19.

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 for FY 2018-2019 the following adjustments:

That the salary range for Executive Officers be increased by 2.1% to maintain consistency with the Management and Confidential staff schedule; plus

An increase of 2.8% applied to the salaries of each individual Executive Officer.

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.

That each Executive's other benefits be increased for FY 2018-19 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.