

October 18, 2018

19-038

COLLEGE PRESIDENT CONTRACT RENEWAL FOR FY
2018-19 THROUGH 2019-20 AND COMPENSATION FOR
2018-19

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

APPROVED BY: Sylvia Kelley, Executive Vice President
Kali Thorne Ladd, Board Chair, PCC Board of Directors

REPORT: This resolution renews the College President's contract for a two-year period.

The Board previously conducted its annual performance assessment of the President and determined its strong desire to support and encourage his continued efforts to lead the College, and to support his ongoing efforts to raise the profile of PCC, in particular with the Portland area business community and through increased activity in various public service and community social networks to the benefit of the College and the PCC Foundation.

The Board has an expressed interest in assuring continuity of the high quality of College leadership which has been provided by the President. At this time, as a means to ensure organizational stability, the Board prefers to offer the President a multi-year package, rather than a year-by-year renewal. This multi-year approach is preferred in light of the myriad challenges the College faces including the current economic conditions and the anticipated impact of those conditions during the coming State of Oregon biennial legislative and budget processes with regard to funding for Community Colleges; the high level of demand for PCC services, continued growth and increasing enrollments, as well as the bond program implementation; and, recognizing the benefits to PCC of retaining a College President with the stature of Mark Mitsui in relationships he has built with the political, civic, education and business communities at the local, regional and national levels.

RECOMMENDATION: That the Board of Directors approve the following adjustments to the total compensation package of the College President for the two-year period beginning FY2018-19 and continuing through 2019-20.

- That the President's salary for FY2018-19 shall be increased to \$280,398 based on a 4.9% increase applied after a 1% salary rollback to maintain consistency with salary increases for all other managers of the College.
- That the President's other benefits be increased for each of the fiscal years 2018-19 and 2019-20, to the same extent as all other managers of the College.
- That the Chair is authorized to execute the revised contract on behalf of the Board, subject to approval as to form by the College's legal counsel.