

June 16, 2022

22-138

BOARD RESOLUTION FOR MANAGEMENT,
CONFIDENTIAL AND EXECUTIVE SALARY AND BENEFIT
ADJUSTMENTS FOR FY 2022-2023

PREPARED BY: Jennifer de Laix, Interim Associate Vice President, Human Resources

APPROVED BY: Mark Mitsui, 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 data comes from the Portland Area Cross Industry Survey, Government/Educations (Milliman); Northwest Management Salary Survey, Government/Education (Milliman); and the World at Work Salary Budget Survey. The data from these sources show an average structure adjustment of 2.5% and an average individual incumbent salary adjustment of 3.3%.

RECOMMENDATION: That the Board of Directors approve for FY 2022-2023 the following adjustments:

For Management and Executive employees a 3.5% increase to the salary structure;

For Confidential employees a 4.5% increase to the salary structure;

An increase of 3.0% applied to the salaries of each individual management, confidential and executive 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 2022-2023; and

That the college maximum monthly contributions for health insurance for Management, Confidential and Executive employees be increased based on the employee's elected tier of enrollment as follows: Employee only: \$773; Employee + spouse: \$1416; Employee + child(ren): \$1315; Family: \$1667.