

September 19, 2024

25-019

COLLEGE PRESIDENT COMPENSATION ADJUSTMENT
FOR FY 2024-2025

PREPARED BY: Michaelyn Seals, Total Rewards Director, People Strategy
Equity & Culture

FINANCIAL
RESPONSIBILITY: Dina Farrell, Vice President and CFO, Finance and Business
Services

APPROVED BY: Dr. Katy Ho, Executive Vice President
Dr. Howard Croom, Associate Vice President, People Strategy
Equity & Culture
Kristi Wilson, Chair, PCC Board of Directors

STRATEGIC THEME: Enterprise: Cultivate a long-term sustainable college enterprise

REPORT: This resolution is to adjust the compensation of the PCC
President for FY 2024-2025 in accordance with the base salary
provisions of the President's employment contract.

Per Section 4 of the employment contract, the Board may adjust the President's base salary annually as part of the performance review process detailed in the evaluation section of the contract. Any adjustment to salary or benefits pursuant to the performance review process shall be approved by the vote of the Board in public session.

In accordance with the contract, if the performance review process occurs after July 1, any adjustment to the base salary approved as a result of the performance review process shall be retroactive to July 1.

Given the exemplary performance of the President as determined by the Board through the annual evaluation process, and given the structural increases to Management and Confidential of 8% structure and 3.5% individual, Classified employees of 8% structure and 3% step, effective July 1, 2024 and Faculty and Academic Professional employees of 8% and step of 3.5%, effective August 21, 2024, and in consultation with the People, Equity, Strategy & Culture division as to an appropriate base salary adjustment, the following is recommended consistent with the analysis of local, regional,

and national annual percentage increases for community college presidents.

RECOMMENDATION: That the Board of Directors approve the following adjustment to the base salary of the College President:

That the President's base salary for FY 2024-2025 shall be increased by a 6% structure and a 3% cost of living increase to \$336,346 retroactive to July 1, 2024.