

July 17, 2003

04-012

BOARD RESOLUTION FOR EXECUTIVE OFFICER
COMPENSATION FOR FY 2003-04

PREPARED BY: Jerry Donnelly, Director, Human Resources Department

APPROVED BY: Randy McEwen, Vice President, Administrative Services
Jesus "Jess" Carreon, President

REPORT: This resolution is to adjust the compensation package of the Executive Deans and Vice-Presidents.

When conducting searches for Executive staff of the College, PCC competes in a national market. A well documented wave of retirements is occurring nationally among community college leaders and it is creating a highly competitive environment. A common practice among other large, multi-campus institutions is to provide individual employment contracts similar to the contract of the PCC President. These individual contracts allow greater flexibility in establishing a competitive overall compensation package at the executive level with the ability to tailor such a contract to the needs of the individual being selected for the position. In order to prepare for future recruitments at the executive level, we recommend establishing this practice with the current incumbents.

RECOMMENDATION: That the Board of Directors approve the adjustment to the salary schedule and benefits package of the Executive Deans and Vice-Presidents:

- That each executive's compensation will be increased by 4.0% effective with the first pay period of FY04;
- And, that each executive's other benefits be increased for FY03 to the same extent as all other managers of the College.
- The Executive Dean's base salary shall be adjusted to that of the Vice President's so that all Executive Officers who report to the President are at the same base pay level.

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Director Anderson moved for approval of Resolutions 04-001, 04-010 through 04-021 and 04-023 and it was approved unanimously.