

December 19, 2019

20-073

BOARD RESOLUTION FOR MANAGEMENT,
CONFIDENTIAL AND EXECUTIVE SALARY AND
BENEFIT ADJUSTMENTS FOR FY 2019-2020

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

APPROVED BY: Sylvia Kelley, Executive Vice President
Mark Mitsui, College 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/Education (Milliman); Northwest Management Salary Survey, Government/Education (Milliman); and the World at Work Salary Budget Survey, Education/Western US. The data from these sources show an average structure adjustment of 2.3% and an average individual incumbent salary adjustment of 3.4%.

RECOMMENDATION: That the Board of Directors approve for FY 2019-2020 the following adjustments:

An increase of 2.3% to the salary structure; plus

An increase of 3.4% applied to the salaries of each individual management, confidential and executive employee.

An additional annual adjustment as determined by the President based on market and other considerations.

All such adjustments to be applied in accordance with Human Resources practice and to be effective as of the first pay period of FY 2019-2020.

Four weeks of paid parental leave in accordance with College policy.

That the monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) shall remain at:

Employee	\$773
Employee + Spouse/ Partner	\$1416
Employee + Child(ren)	\$1315
Family	\$1667