

Delta College
Board of Trustees Special Meeting – Evaluation and Compensation Committee
Delta College Board Room B-151
Monday, June 13, 2022
8:00 am

Board Committee Members Present	M. Benecke, R. Emrich, M. Nash
Other Board Members Present	None
Others Present	T. Brown, S. DuFresne, M. Gavin, K. Schuler, A. Ursuy
Press Present	None
Call to Order	Committee Chair, M. Benecke called the meeting to order at 8:10 am.
Approval of Agenda	<p>M. Nash made a motion to approve the agenda. M. Benecke seconded the motion.</p> <p>Motion passed unanimously.</p>
Public Comment	Committee Chair, M. Benecke called for public comment.
Discussion of President's Compensation	<p>Committee Chair, M. Benecke started the meeting by having S. DuFresne share the compensation recommendation for the staff.</p> <p>S. DuFresne shared that the percentage increase for the Administrative Professional and Support Staff that will be taken to the Board for approval at tomorrow night's Regular Meeting is a 2.5% increase on the base. The estimated average increase with the performance incentive is 3.6%. Traditionally this average has been the increase awarded to the President.</p> <p>M. Benecke said that the \$50,000 life insurance policy was low compared to those of other community college presidents. It was noted that in addition to the \$50,000, Dr. Gavin receives a \$200 per month allowance to purchase additional life insurance. M. Nash said he would like to see a one time (1x) or two times (2x) the President's annual salary for the life insurance policy to stay competitive.</p> <p>M. Nash suggested a 3.6% increase to Dr. Gavin's annual salary, an increase of \$5,000 to his retirement fund, an increase of \$2,000 to his auto allowance, an increase of \$3,000 to his community support allowance and an increase in his life insurance policy provided by the College.</p> <p>It was noted that the faculty contract has an increase of 2.5% on base. Their average increase was 3.4%.</p> <p>R. Emrich asked if the proposed increase to the President's compensation was built into the budget. S. DuFresne said that it was.</p>

M. Nash made a motion to increase the President’s annual base salary by 3.6%, an increase of \$5,000 to his annual employer non-elective contribution to a tax-sheltered annuity, an increase of \$2,000 to his annual auto allowance and increase of \$3,000 to his community support allowance, and an increase to his current employer paid life insurance policy from \$50,000 to a value of one time (1x) his annual salary. R. Emrich seconded the motion. The motion passed unanimously.

This recommendation will be presented to the full Board at tomorrow night’s Regular Meeting.

Trustee Comments M. Nash thanked M. Benecke for her work and for leading the evaluation process. He also noted that Dr. Gavin is off to a good start, but there is still a lot to do.

Chair Comments M. Benecke thanked everyone who helps to make this process run smoothly in having all the materials available as well as all the prep work. She also said that Dr. Gavin made it a joyful process.

Dr. Gavin thanked everyone for a very thoughtful process.

Adjournment There being no further business, Committee Chair, M. Benecke adjourned the meeting at 8:56 am.

Talisa Brown, Assistant Board Secretary