



Subject:	Technical College Presidents - Compensation
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113.1 Purpose

To establish protocol and procedures pertaining to compensation of technical college presidents.

113.2 References

UCA 53B-2a-107(2)(e), Technical College Presidents – Appointments – Duties

113.3 Approval

USTC Board of Trustees approval: 23 March 2017. Revised: September 13, 2017.

113.4 Salary

- 4.1 **Board Sets Presidents' Salaries:** Per UCA 53B-2a-107(2)(e), the Board of Trustees, in cooperation with a technical college board of directors, sets the compensation for a technical college president. A college president's compensation and any associated increase is dependent upon college budget availability.
- 4.2 **Compensation Committee:** The Chair of the Board of Trustees shall annually convene a Compensation Committee which shall include the Commissioner of Technical Education and at least two members of the Board of Trustees, but which shall not constitute a quorum of either the Board or the Executive Committee of the Board. The Compensation Committee shall set the salary of each technical college president based on the provisions of 113.4.3 through 113.4.6 below.
- 4.3 **Market Range for Presidents' Salaries:** The Compensation Committee shall employ methods and/or outside firms approved by the Board to determine a market range for the salary of each college president approximately once every three years. The Compensation Committee shall work within those ranges when determining the salary for each president.
- 4.4 **Target Salary:** The target salary for each technical college president shall be the midpoint of his or her respective market range.
- 4.5 **Cooperation with College Board:** College boards of directors are encouraged to provide compensation recommendations for their respective college presidents. Any such recommendations shall be communicated to the Compensation Committee via the chair of the technical college board of directors.
- 4.6 **Annual Adjustments:** Each technical college president's annual compensation adjustment, if applicable, may be an increase determined by the Compensation Committee toward the target salary. Presidents whose salaries are at or above the target may receive an increase equal to any compensation increases funded by the legislature for the fiscal year. If the Committee finds that a president whose salary is above the target should be considered for a compensation increase greater than the amount funded



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by the legislature, other recommendations may be brought to the Board of Trustees for consideration.

- 4.7 New Presidents:** The compensation of a new president shall, in accordance with Policy 111.6.5, be negotiated and finalized by the Chair and Vice Chair of the Board of Trustees, in cooperation with the chair of the technical college board of directors and in consultation with the Commissioner of Technical Education. A new president's compensation shall be within and generally below the midpoint of the range established in 113.4.3 unless, in an exceptional case, a greater salary is authorized by the Board of Trustees.

113.5 College-provided Fringe Benefits

Unless otherwise noted in this policy, a technical college president shall receive benefits commensurate with other professional/executive staff employed by the college with respect to health insurance, group life insurance, retirement, tuition waivers, etc.

113.6 Vehicle Allowance and Mileage Reimbursement

A college president shall receive a vehicle allowance set by the Compensation Committee, which may be adjusted annually based on the Consumer Price Index for All Urban Consumers as reported by the U.S. Bureau of Labor Statistics (CPI-U). The vehicle allowance shall be considered wages but shall not be used to compute salary-driven benefits such as retirement contributions. Additionally, a president may receive mileage reimbursement for the use of his or her personal vehicle on college business in accordance with college policy and at the same rate available to other college employees.

113.7 Policy Applicable to the Commissioner of Technical Education

Where appropriate, this policy shall apply to the Commissioner of Technical Education.