

Delta College
Board of Trustees Special Meeting – Evaluation and Compensation Committee
Delta College Board Room B-151
Monday, June 10, 2024
8:00 am

Board Committee Members Present	D. Middleton, M. Thomas, M. Wood
Other Board Members Present	B. Handley-Miller
Others Present	T. Brown, M. Gavin, K. Schuler, A. Ursuy
Press Present	None
Call to Order	Committee Chair, D. Middleton called the meeting to order at 8:01 am.
Approval of Agenda	<p>M. Wood made a motion to approve the agenda. M. Thomas seconded the motion.</p> <p>The motion passed unanimously.</p>
Public Comment	Committee Chair, D. Middleton called for public comment.
Discussion of President’s Compensation	<p>Committee Chair, D. Middleton said that the purpose of this meeting was to put together a compensation recommendation for Dr. Gavin that would be presented to the full board for approval at tomorrow’s regular board meeting.</p> <p>D. Middleton said that M. Gavin’s evaluation went very well and that she has a summary that she will read at tomorrow’s board meeting. A. Ursuy provided information on the various work group increases for 2024-2025. The administrative/professional staff and support staff have a 2.0% increase on base plus the performance incentive. The average increase was 2.98%. The faculty have a 2% increase on base plus promotion and steps. The average faculty increase is 3.34%. The maintenance salary agreement which will also be presented to the board for approval tomorrow night has an overall 4% increase.</p> <p>M. Gavin said that he wants nothing more than what the other employee groups are getting. He said he loves Delta and his job and if anything would love to see a 5-year contract versus a 3-year as he wants to stay. Trustees appreciated his comments. M. Thomas said that M. Gavin goes above and beyond, and it would be ok to ask for an increase of more than the average.</p> <p>M. Thomas suggested a 3% increase to M. Gavin’s base pay and a possible 3x maximum of the annual salary for life insurance. M. Wood agreed with the 3% increase to his base pay. He also appreciated him not wanting more than the other work groups and that he wants to stay at Delta.</p>

D. Middleton noted there are other components that make up M. Gavin's compensation including an employer contribution to a 403b, an auto allowance, a community support allowance, and life insurance benefits. The committee discussed these items.

M. Thomas said looking forward to next year she would like to look at a 5-year contract versus a 3-year contract.

M. Thomas made a motion to recommend the following increases to M. Gavin's compensation as follows: a 3% increase in base pay; a \$5,000 increase in his employer contribution in his 403b to \$36,000; a \$1,000 increase to his auto allowance to \$15,000; a \$3,000 increase to his community support allowance to \$21,000; and his life insurance to stay at 2x his annual base pay with the continuation of a \$200 monthly stipend. M. Wood seconded the motion.

The motion passed unanimously.

D. Middleton said the recommendation will be presented to the full Board for a vote tomorrow.

Trustee Comments M. Wood said that he appreciates being a part of this process. He also thanked M. Gavin for the work he does for the college. Everything he is seeing is "good stuff."

M. Thomas thanked M. Gavin for his leadership and his comments today. She also thanked A. Ursuy and T. Brown for all their work as well as D. Middleton for leading this process.

Chair Comments D. Middleton also thanked A. Ursuy, T. Brown, and J. Foco for all of their work. She thanked M. Gavin for his patience and composure. Finally, she thanked M. Wood and M. Thomas for their help in this process.

Adjournment There being no further business, Committee Chair, D. Middleton adjourned the meeting at 8:31 am.

Talisa Brown, Assistant Board Secretary