

Compensation Policy	Policy Number	6.11
	Effective Date	May 9, 2018

1.0 POLICY & PURPOSE

The Board of Trustees believes the faculty and staff are the foundation through which the institution meets its mission. The Board believes compensating employees should engender successful recruitment and retention of the best individuals to do this work. The College will establish an environment where employees are offered challenging work and appropriate compensation.

The College is committed to rewarding high performance and to ensuring compensation practices are externally competitive, internally equitable, readily updated, easily understood, and fiscally responsible.

- A. This policy is to provide overarching guidance for the institution's approach to establishing and providing employee compensation.
 - 1) The Board of Trustees desires that the College is committed to being an employer of choice among job seekers within the community, state, and region.
 - 2) The College will be proactive in understanding current and future impacts to financial standing in order to sustain an effective compensation model.
 - 3) The College believes compensation should be fair and will implement and maintain a compensation model that establishes salary and wages falling within the range of defined job markets.
 - 4) The College's approach to compensation should allow for an employee's compensation growth to occur within the market ranges based on longevity.
 - 5) Extraordinary efforts of employees should be rewarded. These efforts would be defined as contributions above and beyond what is expected of individual employee's primary job responsibilities that assist the College in meeting its mission, vision, or strategic goals.

2.0 REVISION HISTORY

Adopted on: 5/9/18

Revised on: 12/03/25