

Rock Valley College

RVC Board Policy 3:40.010

Compensation Philosophy

The College intends to provide a fair and equitable compensation package to all non-union full-time and continuous part-time employee groups to the extent possible. The compensation package will include salary, benefits and working conditions. In making compensation decisions, the College will consider the impact of such decisions on the College's students. The College acknowledges that providing a competitive compensation package is a key component in the College's approach to recruiting, retaining and motivating employees.

The College's compensation programs will be guided by the following objectives:

- Establish pay levels for positions on the basis of their external competitiveness with relevant labor markets and their relative internal value;
- Reward employees on the basis of work performance;
- Administer pay equitably and consistently;
- Establish appropriate compensation procedures:

Methodology

External markets define pay levels that may vary according to where, and with whom, the College competes for qualified employees. In some cases the local labor market is considered, and for other positions, regional or national markets must be targeted.

Internal job value relationships are also factored into the setting of compensation rates. Although basic salary rates or ranges for similar positions are established on a system wide basis, the individual effectiveness of employees will have a direct relationship to their respective rates of pay, including good performance, educational achievement and career competencies.

Salary survey data shall include, but not be limited to, reports from the Illinois Community College Board (ICCB), the College's peer and contiguous community colleges, the AAIM Employers' Association, the Society of Human Resource Management (SHRM), the Consumer Price Index (CPI) fiscal year-to-date average and other professional compensation sources as needed.

This survey data will be used to periodically determine whether adjustments to the RVC salary ranges are warranted. Any decisions on salary adjustments will be made in a timely manner.

Employees whose salary is above the minimum of their salary range shall not be eligible for any approved across the board (ATB) increase but will be eligible for any merit (pay for performance) increases. However if merit pay is awarded, it shall be

Rock Valley College

payable in one lump sum on July 1 and shall not be added to the employees' base pay.

Reference: Board Reports 6650, 6650-2

Implemented: October 27, 2009

Revised: April 8, 2014