

# BOARD POLICY

WESTERN IOWA TECH COMMUNITY COLLEGE

Series Number 400.12

Title All Personnel

## Compensation Statement

It shall be the policy of Western Iowa Tech Community College to strive toward maintaining compensation plans designed to:

- Contribute to attainment of organizational objectives and to the economic, social, and psychological satisfaction of all personnel.
- Attract and retain personnel capable of performing effectively in the positions to which they are assigned.
- Provide compensation competitive with other public institutions of comparable size which operate under similar conditions of programming, instruction, and funding and with private firms which employ persons in related occupational areas.
- Relate salaries and wages to the value of the work to the College.
- Comply with governmental standards, bargaining agreements, and legal requirements in a nondiscriminatory manner.
- Provide opportunities for all personnel to understand fully all details of their pay and benefits.
- Provide balance among the compensable factors.
- Obtain personnel and public acceptance.

Date of adoption 4/21/86

Legal Reference: (Code of Iowa)

Date of last revision 11/17/86

20.1, .4, .7, .9; 260C; 279.8.

Date of current revision 12/11/95

Related Administrative Procedures and Cross References \_\_\_\_\_