



Policy Title Employee Compensation Programs Policy	Original Adoption Date 7/20/1972	Policy Number HR-223
Responsible College Division/Department Human Resources	Responsible College Manager Title Director of Human Resources	
Policy Statement Formal compensation programs are utilized and reviewed annually for all employee groups. Salary and benefit surveys are conducted periodically to maintain competitive compensation practices. A formal job evaluation process is used to evaluate and classify all management and support jobs. Employees may request job evaluation using the established process/procedure.		
Reason for Policy The district board recognizes that attractive compensation plans, which include compensation and benefits, are necessary to attract and retain qualified individuals to carry out the business of the Lakeshore Technical College (LTC).		
Cross References and Legal Review Created/Adopted: 7/20/72; 2/15/73; 8/19/76; 7/1/14 Reviewed/Revised: 3/19/81; 9/21/89; 11/16/89; 5/17/90; 8/18/93; 9/21/94; 7/01/02; 3/25/04; 9/12/13 Legal Reference: Wisconsin Statutes 38.28(5); 38.12(3); 38.04 Cross Reference: Legal Counsel Review and Approval: N/A Board Policy: III.A. General Executive Constraint, III.B. People Treatment, III.C. Compensation and Benefits		
Definitions		