



<p align="center">Policy Title Management and Support Employee Salary Schedules</p>	<p align="center">Original Adoption Date 7/01/1973</p>	<p align="center">Policy Number HR-233</p>
<p align="center">Responsible College Division/Department Human Resources</p>	<p align="center">Responsible College Manager Title Director of Human Resources</p>	
<p align="center">Policy Statement</p> <p>All management and support jobs are classified by the Hay Job Evaluation Methodology. New employees will be assigned the established group of the position. Salary and placement guidelines are used in assigning compensation rates. (See Organizational Payment Standards Handbook.)</p> <p>Special provisions apply to substitution of employees and temporary employees. All salary standards for the college are found in the Organizational Payment Standards Manual.</p>		
<p align="center">Reason for Policy</p> <p>The policy ensures consistence within the College's pay structure.</p>		
<p align="center">Cross References and Legal Review</p> <p>Created/Adopted: 7/01/73 Reviewed/Revised: 7/77; 3/19/81; 11/16/89; 10/21/92; 5/19/93; 9/21/94; 12/15/94; 7/01/02; 6/23/04 Legal Reference: Cross Reference: Organizational Payment Standards, Handbook for Job Descriptions, Job Evaluation, and Compensation</p> <p>Legal Counsel Review and Approval: Board Policy: III.A. General Executive Constraint, III.B. People Treatment, III.C. Compensation and Benefits</p>		
<p align="center">Definitions</p>		