



<p align="center">Policy Title Management and Support Employee Compensation 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 Vice President of Administration</p>	
<p align="center">Policy Statement</p> <p>All management and support jobs are classified by an approved job evaluation methodology. New employees will be assigned the established group of the position. Salary and placement standards are used in assigning compensation rates. (See Organizational Payment Standards Documents.)</p> <p>Special provisions apply to substitution of employees and temporary employees. All compensation standards for the college are found in the Organizational Payment Standards Documents.</p>		
<p align="center">Reason for Policy</p> <p>The policy ensures consistency 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; 6/13/19 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>		