

**Agenda Item Details**

Meeting Dec 12, 2012 - Board of Trustees Regular Meeting, 6:00 P.M.
Category 8. PRESIDENT'S OFFICE
Subject 8.6 Resolution No. 15554: Compensation Philosophy
Access Public
Type Action
Fiscal Impact No

Public Content

WHEREAS, the District believes that it is always in its best interest of both the organization and our employees to fairly compensate the workforce for the value of the work being provided; and

WHEREAS, a "total compensation" approach accounts for all of the costs associated with employment that is paid by the District; and

WHEREAS, a designated salary comparison methodology will assist in the transparent development and alignment of appropriate total compensation plans (with internally and externally equity); and

WHEREAS, the Board agrees with the need to strategically strike a balance between a competitive total compensation package for employees while ensuring the fiscal stability of the entire District;

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees approves the recommendation of the Superintendent/President and Administrative Dean of Human Resources to adopt the Compensation Philosophy, and directs the immediate operationalization of this philosophy.

[121212 -Presidents Office - Compensation Philosophy.pdf \(165 KB\)](#)

Administrative Content

Motion & Voting

Resolution No. 15554: Compensation Philosophy

Motion by Steve Taylor, second by Jerry Hart.

Final Resolution: Motion Carries

Yes: Rudy Cardenas, Jerry Hart, Romualdo Medina, Karla Sigmond, Steve Taylor, Louis Wong

Imperial Community College District Total Compensation Philosophy

Compensation Philosophy

Imperial Valley College (IVC) believes that it is always in its best interest of both the organization and our employees to fairly compensate the workforce for the value of the work being provided. We wish to attract and retain employees who are very well-qualified and who are aligned with the values, standards, and character reflected in the District mission and goals. To that end, IVC will strategically strike a balance between a competitive total compensation package for employees while ensuring the fiscal stability of the entire District.

Total Compensation:

Employment-related costs represent IVC's greatest general fund expense and include various forms of compensation beyond direct salary. Health insurance coverage options, retirement contributions, SDI, W/C, paid time off, etc. The District will provide a comprehensive benefits program, allocating a targeted percent of the salary budget to benefits, including state mandated benefits (FICA & Medicare), insurance (health, disability, life, and professional disability), and pensions. IVC will take a total compensation approach and account for all of the costs associated with employment that is paid by the District.

Compensation Goals:

- Maintain the total cost of employment (salary and other benefits) at a pre-determined % of General Fund expenditures.
- Match the market median (50th percentile) for similar work.
- Provide pay levels that are externally competitive among peers within our industry
- Provide internal equity by considering differences in skill, effort, responsibility, and working conditions among jobs
- Ensures non-discrimination and compliance with all applicable regulations (e.g. FLSA).

Compensation Comparison Methodology:

The Administration shall develop a methodology for determining benchmarks and market comparisons.

Additional Compensation:

In years when the District receives "one time" monies not already accounted for in collective bargaining agreements (CBA) or other such contractual language, such as cost of living adjustments (COLA), IVC will take a prudent approach to the designation of those funds. Any "money in hand" that is determined to be used for additional compensation will be:

1. Actualized (received by the District).
2. Made in “off schedule” payments or only apply to one-time costs.
3. Not be disbursed until the beginning of the following fiscal year to ensure that there are no “take backs” of the funds.

Employees who request to take on duties in addition to their primary position must receive prior written permission from their area Vice President and Human Resources. Exempt employees must carefully detail that this secondary position request is of a completely different nature than their primary job and that there are no overlap in hours/duties.

Addendum:

The Administration will review this document to adjust it as necessary to remain competitive, to attain the compensation goals, or to reflect changing financial exigencies. The Superintendent/President retains the prerogative of adjusting starting salaries as appropriate.

Nothing in this philosophy shall conflict with the requirements to negotiate with exclusive bargaining representatives in accordance with applicable California Public Employee Relations Board (PERB) regulations such as the EERA.