

**Philosophy**

In order to fulfill its mission, Big Bend Community College shall maintain a compensation plan directed toward attracting, retaining, and rewarding a qualified and diverse workforce. Within the boundaries of financial feasibility, employee compensation shall be externally competitive and internally equitable, and shall be based upon performance as recognized within the work unit.

**Compensation Plan Goals**

1. To attract and retain highly qualified employees with the required education, experience, and skills necessary to achieve the College's mission.
2. To compensate employees at a level consistent with comparable market benchmarks for institutions of higher education or other appropriate job markets for similar skills, responsibilities, educational qualifications, and working conditions:
  - a. For higher education related positions, the market is based on salaries of peer institutions.
  - b. For all other positions, the market is based on local, regional, and/or national markets, depending on the position.
  - c. Salaries may exceed the average of the particular labor market in order to recognize exceptional recruiting and retention needs, or for purposes of attracting and retaining employees in areas where the college is or aspires to be a state or national leader.
3. To maintain internal equity for all employees performing similar functions based on the requisite knowledge, skills, complexity, autonomy, experience, contacts, scope, and decision-making or supervisory responsibility required to perform those functions. Employees accepting positions paid from grant monies shall not receive higher salaries simply because their appointment to that position has a specified end date.
4. To set salaries for new or vacant positions at market levels that recognize skills and experience required for the position while considering the salary level of current employees within the same or similar positions.

5. To recognize superior performance, encourage professional development and the acquisition of skills and abilities that enhance the employee's potential for new and varied roles.
6. To comply with all applicable federal and state laws and regulations.
7. To be fiscally responsible.
8. To increase the transparency of pay decisions at BBCC.