



Board Policy

Policy Type: Executive Limitations
 Policy Title: Compensation and Benefits
 Policy Number: 3.3
 Office Responsible: CEO
 Related Policies: N/A
 Related Procedures: N/A
 Related Laws: Michigan Community College Act; Michigan Public Employees Benefit Act
 HLC Criterion: 2A

Policy Statement

The CEO shall create and sustain a compensation and benefit system that enables the College to attract and retain high-quality employees without jeopardizing the fiscal integrity of the College.

Accordingly, the CEO shall not:

1. Change his or her own compensation and benefits.
2. Promise or imply permanent or guaranteed employment.
3. Establish compensation and benefits that:
 - a. Create obligations over a term that cannot be sustained by projected revenues
 - b. Exceed parameters established by the Board
 - c. Cause unfunded liabilities to occur
 - d. Violate federal or state law
4. Fail to implement processes to address conflicts of interest in hiring of employees, consultants and contract workers.

Change Log

Date of Change	Description of Change	Responsible Party
4/17/2018	Initial policy approved by Board to become effective 7/1/2018	Board of Trustees
7/1/2018	Effective date of initial policy	Board of Trustees
4/28/2020	Reviewed; no change	Board of Trustees