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## **Total Compensation**

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### **POLICY STATEMENT**

Yavapai College is committed to providing total compensation, including salary and benefits, that enable the College to attract, retain, and motivate skilled, talented, and diverse employees.

The Presidents delegates responsibility to the Director of Human Resources to recommend and administer total compensation programs and practices that are:

- Internally equitable
- Externally competitive within the geographic and professional market for the skills employed
- Within the financial capability of the College
- In compliance with College policies and applicable laws and regulations
- Developed through appropriate collaborative efforts with affected employee groups and committees, as applicable
- Appropriately documented through applicable summary plan descriptions, enrollment material, policies and procedures.

The President considers and approves recommendations for changes.

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### **POLICY HISTORY**

Formerly Policy 2.3.13, Adopted 6/7/2011  
Renumbered to Policy 2.17 in 10/2014

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