

# Rock Valley College

## RVC Board Policy 3:40.010 Compensation Philosophy: Non-Union Employees

Rock Valley College intends to provide a fair and equitable compensation package to all non-union employee groups to the extent possible. The compensation package will include wage, benefits (if applicable) and working conditions. In making compensation decisions, the College will consider the impact of such decisions on the College's students. The College acknowledges that providing a competitive compensation package is a key component in the College's approach to recruiting, retaining and motivating employees.

The College's compensation programs will be guided by the following objectives:

- Establish pay levels for positions on the basis of their external competitiveness with relevant labor markets and their relative internal value;
- Administer pay equitably and consistently;
- Establish appropriate compensation procedures:

**Reference:** Board Reports 6650, 6650-2, 8377

**Implemented:** October 27, 2009

**Revised:** April 8, 2014; April 28, 2026