

SALARY DETERMINATION METHODS- BP 2.26

Legal Authority: 23 NCAC 2C .0210

Approval: April 19, 2011

Revision:

Salary Determination Methods

The Board authorizes the President to implement a compensation plan that will provide for the equitable administration of the College's pay practices, taking into consideration the following:

- Internal equity, to help ensure that pay ranges assigned to each position are representative of the value of that position within the College;
- External competitiveness, to help ensure that compensation levels are market-driven and are aimed at attracting and retaining qualified and competent personnel.

The plan shall apply to all regular full-time and part-time College employees other than the President of the College, whose compensation is determined in accordance with regulations established by the System.

The plan shall require the College to abide by its Equal Employment Opportunity Obligations. Specifically, the College shall provide equal employment opportunity to applicants and employees without regard to their race, color, national origin, religion, sex, sexual orientation, age, disability, political affiliation, or other legally protected status. In this connection, the College's equal employment opportunity and nondiscrimination Policy extends to all terms and conditions of employment, including an employee's compensation. The assignment of an employee's position to a particular pay range and the determination of the level of his or her compensation should not relate in any way to the employee's membership or non-membership in a legally protected group.

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