

	Policy Number	6.11
	Effective Date	May 9, 2018

The Board of Trustees at Laramie County Community College (LCCC) believes the College's faculty and staff are the foundation through which the institution meets its mission. As such, the Board believes the approach to compensating employees should engender successful recruitment and retention of the very best individuals to do this work. Thus, the Board is committed to establishing an environment where employees of the College are offered challenging work matched with rewarding compensation.

- A. More specifically the Board's believes compensation at LCCC should be:
 - 1) Externally competitive – Salaries/Wages should align with the market.
 - 2) Internally equitable – Jobs should align within a job family and college-wide.
 - 3) Readily updated – Job descriptions and the position's compensation should be updated according to available data and market sources.
 - 4) Easily understood – The compensation system should not be complex.
 - 5) Fiscally responsible – Salary/Wage adjustments should be within the College's established budgetary limitations.

B. These overarching goals are further delineated through the following policy statements:

- 1) The Board of Trustees desires LCCC to be an employer of choice among job seekers within the community, state, and region. More fully defined, this means the Board desires an organizational atmosphere where current and potential employees are attracted to work for the College because of competitive salaries/wages, unsurpassed benefits, an engaging workplace environment, and compelling, meaningful work.
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