

Policy Name:	COMPENSATION & BENEFITS	 <p>coast mountain college</p>
Approved By:	Presidents Council & Board of Governors	
Approval Date:	April 20, 2012	
Amendment Date:	N/A	
Policy Holder:	Board of Governors	
Policy Number:	EL-9	
Category:	Executive Limitations	

COMPENSATION & BENEFITS

1.00 POLICY STATEMENT

The President/CEO will not provide for compensation and benefits for employees that deviate materially from market. The President/CEO may not:

- 1.01 Change his or her compensation or benefits.
- 1.02 Establish current compensation and benefits for employees which:
 - 1.02.1 Deviate substantially from the geographic or employment market for the skills employed.
 - 1.02.2 Deviate from the guidelines most recently provided by the Post-Secondary Employers' Association.
 - 1.02.3 Compensate any employee beyond the terms of his/her individual contract or collective agreement by way of perquisites or special arrangements (personal loans, non-College travel and entertainment, gifting of college supplies and equipment).
- 1.03 Monitoring: Internal Report Annually, on or before June 30.