



Board Policy

Policy Type: Executive Limitations  
 Policy Title: Compensation and Benefits  
 Policy Number: 3.3  
 Office Responsible: CEO  
 Related Policies: N/A  
 Related Procedures: N/A  
 Related Laws: Michigan Community College Act; Michigan Public Employees Benefit Act  
 HLC Criterion: 2A

**Policy Statement**

The CEO shall create and sustain a compensation and benefit system that enables the College to attract and retain high-quality employees without jeopardizing the fiscal integrity of the College.

Accordingly, the CEO shall not:

1. Change his or her own compensation and benefits.
2. Promise or imply permanent or guaranteed employment.
3. Establish compensation and benefits that:
  - a. Create obligations over a term that cannot be sustained by projected revenues
  - b. Exceed parameters established by the Board
  - c. Cause unfunded liabilities to occur
  - d. Violate federal or state law
4. Fail to implement processes to address conflicts of interest in hiring of employees, consultants and contract workers.

**Change Log**

| Date of Change | Description of Change   | Responsible Party |
|----------------|---|-------------------|
| 4/17/2018      | Initial policy approved by Board to become effective 7/1/2018 | Board of Trustees |
| 7/1/2018       | Effective date of initial policy                              | Board of Trustees |
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