



Agenda Item Details

Meeting Dec 12, 2012 - Board of Trustees Regular Meeting, 6:00 P.M.
Category 8. PRESIDENT'S OFFICE
Subject 8.6 Resolution CFU employees to of fair ly 8 compensat e
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employment that is paid by the District; and
development and alignment of appropriate

competitive total compensation package for

ndation of the Superintendent/President
d directs the immediate operationalization of

Public Content

[121212 -Presidents Office - Compensation Philosophy.pdf \(165 KB\)](#)

Administrative Content

Motion & Voting

Resolution No. 15554: Compensation Philosophy

Motion by Steve Taylor, second by Jerry Hart.

Final Resolution: Motion Carries

Yes: Rudy Cardenas, Jerry Hart, Romualdo Medina, Karla Sigmond, Steve Taylor, Louis Wong

Imperial Community College District Total Compensation Philosophy

Compensation Philosophy

Imperial Valley College (IVC) believes that it is always in its best interest of both the organization and our employees to fairly compensate the workforce for the value of the work being provided. We wish to attract and retain employees who are very well-qualified and who are aligned with the values, standards, and character reflected in the District mission and goals. To that end, IVC will strategically strike a balance between a competitive total compensation package for employees while ensuring the fiscal stability of the entire District.

Total Compensation:

Employment-
various forms of compensation beyond direct salary. Health insurance coverage options, retirement contributions, SDI, W/C, paid time off, etc. The District will provide a comprehensive benefits program, allocating a targeted percent of the salary budget to benefits, including state mandated benefits (FICA & Medicare), insurance (health, disability, life, and professional disability), and pensions. IVC will take a total compensation approach and account for all of the costs associated with employment that is paid by the District.

Compensation Goals:

Maintain the total cost of employment (salary and other benefits) at a pre-determined % of General Fund expenditures.

