

Policy 230 - Compensation

Lower Columbia College is committed to recruiting and retaining globally competent, highly qualified faculty and staff at all levels of the organization. Externally competitive and internally consistent reward systems, including salary and benefit structures and non-fiscal reward programs, shall be developed and maintained by the administration. Compensation administration shall be objective and non-discriminatory in theory, application, and practice.

Historic Information

- Reviewed - No Changes Needed: July 13, 2022
- Reviewed by the Executive Leadership Team: June 19, 2019
- Approved: February 23, 2009
- Adopted: October, 1989
- Replaces Policies 308 and 310

Resources

Resource/Reference/Procedure	Unit Responsibility
Procedure 230.1A Mandatory Direct Deposit (lowercolumbia.edu/publications/administrative-policies/_assets/documents/230.1A.pdf)	Human Resources
Procedure 230.2A Exempt Compensation Review Request Procedure (lowercolumbia.edu/publications/administrative-policies/_assets/documents/230.2A.pdf)	Human Resources
Faculty Contract (internal.lowercolumbia.edu/departments/human-resources/_assets/documents/FacultyContract.pdf)	Human Resources
Washington Federation of State Employees (WFSE) collective bargaining agreement (actionnetwork.org/user_files/user_files/000/127/316/original/wfse_he.pdf)	Human Resources
Administrative and Exempt Handbook (internal.lowercolumbia.edu/departments/human-resources/_assets/documents/AdministrativeExemptHandbook.pdf)	Human Resources