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**MEDICINE HAT COLLEGE  
BOARD OF GOVERNORS  
POLICY MANUAL**

**EL-8: Compensation and Benefits**

<b>POLICY NAME:</b> Compensation and Benefits	<b>POLICY NUMBER:</b> EL-8
<b>POLICY TYPE:</b> Executive Limitations	<b>DATE APPROVED:</b> 16 February 2016 <b>DATE REVIEWED:</b>

With respect to employment, compensation and benefits to employees, consultants, contract workers and volunteers, the President may not cause or allow jeopardy to fiscal integrity or public image.

Accordingly, she/he may not:

1. Change her/his own compensation and benefits.
2. Promise guaranteed employment.
3. Establish current compensation and benefits which:
  - a. deviate materially from the geographic or professional market for the skills employed;
  - b. create obligations over a longer term than revenues can be safely projected;
  - c. are outside of collective agreements, where such agreements exist.
4. Establish or change pension benefits so the pension provisions:
  - a. provide less than the basic level of benefits to eligible employees;
  - b. allow any employee to lose benefits already accrued from any foregoing plan as per contractual agreements;
  - c. treat the President differently from other comparable key employees;
  - d. are instituted without prior monitoring of these provisions.
5. Develop or authorize the payment of severance contrary to contractual agreement, without prior Board approval.

