

BOARD OF GOVERNORS – Executive Limitations

Policy #: **EL 8 Compensation and Benefits**

Original Implementation Date: February 16, 2016

Most Recent Activity: January 18, 2020 – *Revised Policy Approved*

Next Mandatory Review Date: 2021-2022

Frequency of Reviews: Every three (3) years



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

Accordingly, the President and CEO may not;

1. Change their own compensation and benefits.
2. Hire employees in contravention of college policies.
3. Promise guaranteed employment.
4. 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.
5. 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. are instituted without monitoring of these provisions.
6. Develop or authorize the payment of severance contrary to contractual agreement, without prior board approval.