

**WESTERN NEBRASKA COMMUNITY COLLEGE  
POLICIES AND PROCEDURES**

SECTION: Human Resources           400.0000.14  
SUBSECTION: Administrative/Professional Staff   450.0000.14

*Compensation and Classification*  
**Policy Number: 450.3000.94**

**POLICY**

The Board is committed to paying rates of compensation that are internally equitable with relation to duties and responsibilities assigned. Further, the Board is committed to pay rates that are externally competitive with similar jobs at similar institutions.

To achieve this end, the Board hereby implements a compensation and classification system for all non-faculty employees to be administered by the President or his/her designee.

All non-faculty employees except for the positions that directly report to the Board (President and Secretary of the Board) shall be classified within this compensation system.

**DEFINITIONS**

N/A

**APPLICABILITY**

N/A

**Adoption Date:** 1994

**Revision Date (and Board of Governors' Minutes Item Number):**

**Prior Policy/Procedure Number:**

**Schedule for Review:**

**Divisions/Department Responsible for Review and Update:**

**Sponsoring Division/Department:**

**Rescinded Date:**

**Cross Reference:**

**Procedure(s) for Policy:**

**Related Policies/References:**