

<b>1</b>	<b><u>NMC Parameters</u></b>	<b>1412.00</b>
<b>Staff Policy</b>		

1412.00 CLASSIFICATION COMPENSATION PLAN

The Staff Salary Study Committee shall annually conduct a comparison study of NMC's peer organizations and make a recommendation on annual salary increase levels for administrative/managerial, professional, technical/paraprofessional and support positions. Periodically, more extensive benchmark surveys shall be conducted to compare equity.

The president shall provide for the development of procedures to implement this policy, with the appropriate involvement of the staff. This policy is subject to modification by the NMC Board of Trustees.

**I. PEER ORGANIZATIONS**

Peer organizations for support staff shall be those six local organizations with which NMC competes for the best people available. Peer organizations for administrative/managerial, professional and technical/paraprofessional staff shall be those 12 Michigan community colleges closest to NMC in terms of revenue per student, per the most recent available state Activities Classification Structure data. For purposes of consistency, the same peer organizations will normally be used for at least three years.

**II. ANNUAL SALARY INCREASE LEVELS**

The previous years' total salary increase percentages for each group's comparison organizations will be obtained and averaged, excluding the highest and lowest percentage increases. The salary increase percentage recommended for each NMC staff employment category in the coming year will be that average. This will ensure that NMC's salary scales remain competitive.

**III. EQUITY COMPARISON**

The competitive position for NMC is established as the third quartile of the peers (at or above the average). Salary range midpoints shall be the measures of comparison.

**AUTHORIZATION OF ADMINISTRATIVE POLICY**

President's authorization: \_\_\_\_\_

Date authorized: \_\_\_\_\_ Effective Date: \_\_\_\_\_