

**3358:11-5-01 Compensation program policy.**

- (A) Purpose. It is the objective of Owens community college board of trustees to establish a compensation program that enables the college to pay competitively compared with the market and recognizes individual experience, skills, and performance; to manage compensation and career progression to ensure internal equity and consistent application of the compensation program; and, is within the budgetary resources of the college.
- (B) Responsibility. The president is responsible for the compensation program, which includes the president's approval of an adjustment or an amendment to the board-adopted formal compensation structure and grades.
- (C) Compensation recommendation. The president's recommendation for the initial appointment/compensation of full-time employees and for any subsequent compensation adjustment will require the approval of the board of trustees.
- (D) Implementation. The vice president of administration or human resources designee (executive director, human resources) is responsible for the regular review and the implementation of the compensation program.
- (E) Supplements. This rule supplements and supports the Owens community college rule 3358:11-5-13 of the Administrative Code (exempt and non-exempt employment).

Effective date: 01/28/2022

Promulgated under: 111.15  
Statutory authority: 3358.08  
Rule amplifies: 3358.08  
Prior effective dates: 3/7/2002, 12/20/2008, 12/14/2019, 5/16/2021