



FCC BOARD OF TRUSTEES POLICY

Policy Type: Executive Limitations

Policy Title: Compensation and Benefits

Policy Number: EL-11

Date Adopted: 6.4.2024

Version: 1.0

Date Last Reviewed: 6.4.2024

Office Responsible: President's Office

Reviewing Committee: Board of Trustees

With respect to employment, compensation and benefits for employees, consultants, independent contractors and volunteers, the President shall not cause or allow jeopardy to the College's fiscal integrity or public image.

Further, without limiting the scope of the above statement by the following list, the President shall not:

1. Change their own compensation and benefits.
2. Establish current compensation and benefits that deviate materially from the geographic or professional market for the skills employed or from the approved budget.
 - 2.1. Establish or change compensation and benefits that deviate from the current collective bargaining agreement(s).
3. Create obligations over a longer term than revenues can be safely projected.
4. Promise or imply permanent or guaranteed employment.
 - 4.1. No College employee, except for the College President or their official designee, is permitted to extend an offer of employment to any candidate or non-employee.

Date Of Change	Version	Description of Change	Responsible Party
6.4.2024	1.0	First release following Policy Governance consulting work.	President