

Southwestern Community College	HUMAN RESOURECS <b>EMPLOYMENT SALARY PLAN</b>	Policy 4.01.05
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Southwestern Community College shall maintain a market-based employment salary plan for all curriculum and non-curriculum employees. Within budgetary limitations, the primary goals of the salary plan are to maintain internal equity, align with external market data, and recognize individual performance.

The Board of Trustees hereby authorizes the President, or designee, to develop, implement, and administer specific salary plans and procedures consistent with this Policy, the State Board of Community Colleges Code, and applicable laws.

Adopted: April 2013

Amended: October 2013  
April 28, 2015  
April 26, 2016  
May 26, 2026