

BOARD POLICY TYPE: BOARD/CEO RELATIONSHIP

POLICY TITLE: Compensation Philosophy-President/CEO

The compensation philosophy and policies of Fox Valley Technical College are designed to attract and retain a talented President/CEO critical to both the short-term and long-term success of a technical college in a highly competitive environment. In addition to attracting and retaining a highly skilled executive, FVTC believes that an effective compensation program supports the organization's mission and values, promotes the community's interests, and provides competitive rewards to the President/CEO for outstanding contributions to the College's overall performance.

The total compensation program for the President/CEO at FVTC is designed to meet the following goals:

- Total compensation is made up of competitive base salary, incentives, and benefit components.
- The base salary is targeted to the 50th percentile of comparable positions at similarly situated educational institutions and for-profit service organizations.
- The total compensation components, including base, incentives and benefits, are also targeted to achieve the 50th percentile of comparable positions at similarly situated educational institutions and for-profit service organizations.
- Compensation levels are set consistent with FVTC's financial objectives and operating performance.
- Base compensation for the President/CEO is set and reviewed in the context of the level of experience and responsibilities of the individual, as well as the personal contributions a particular individual may make to the success of FVTC. Such factors as leadership skills, analytic skills and organizational development are important elements to take into account in considering levels of compensation on an annual basis.
- An annual review is used to determine the level of performance of the President/CEO.
- Incentive compensation programs focus the President/CEO on significant performance goals and strategies of FVTC.
- Benefit levels are set consistent with expectations of outstanding performance of the President/CEO. The goal of the executive benefit program is to provide health and welfare support and services which foster high productivity of the executive during his or her tenure with FVTC.

Adopted: 04/21/15
Reviewed: 08/15/17, 6/18/19
Revised:

Board Policy II.C