



Ohio Administrative Code Rule 3358:5-5-24 Compensation philosophy.

Effective: November 14, 2022

(A) Clark state college seeks to provide every employee with a competitive level of compensation that reflects his or her individual contribution to the colleges mission. This mission is realized by providing a total compensation package that includes base pay, benefits, professional development, and the flexibility of working in a higher education environment. Further, the purpose of Clark states overall compensation package is to attract and retain employees who are focused on student success and community engagement. Clark state prides itself on being a strong steward of its resources, and it is within the context of its financial picture that compensation is examined and adjusted.

(B) Compensation principals

(1) Achieve and maintain competitive salaries in relevant labor markets

(2) Communicate compensation information to ensure that employees understand their total compensation package

(3) Administer pay equitably and in compliance with all applicable federal and state laws and regulations

(4) Provide professional development opportunities for employees to develop and advance in their position sets

(5) Recognize changing responsibilities given the colleges current and future staffing needs

(6) Review compensation comprehensively per the colleges compensation manual

(C) The office of human resources shall be assigned the responsibility of developing, implementing, and maintaining the compensation philosophy policy.



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