



## **AP 7130 Employee Compensation**

### **References:**

- 34 Code of Federal Regulations Part 600 et seq. (U.S. Department of Education Program Integrity Rules)
- ORS 348.586
- ORS 244.040
- ORS 341.556 (Sources of Compensation- Faculty Members)

### **Prohibition of Incentive Compensation**

Managers and executive level employees who are only involved in the development of policy and do not engage in individual student contact or the other covered activities will not generally be subject to the incentive compensation ban.

Although athletic coaches may be covered employees, subject to certain limitations, and, based upon RCC's determination on a case-by-case basis, coaching staff and other athletic personnel may be exempt from the prohibition of incentive compensation.

The President shall identify any covered employees of RCC and determine whether RCC's compensation arrangements comport with the prohibition on incentive compensation, and to the extent that they do not, make necessary modifications to comply. Similarly, the President shall identify any covered service providers, evaluate whether the contract pricing structure is consistent with the prohibition on incentive compensation, and if not, determine what modifications RCC can make to any applicable contract.

Employees of Rogue Community College may find more information on employee compensation under our collective bargaining agreements, employee handbook, and forms/guidelines as applicable by following these links:

[Faculty Collective Bargaining Agreement](#)

[Classified Collective Bargaining Agreement](#)

[Management/Administrative/Confidential Handbook](#)

[Forms and Guidelines](#)

**Rescinds Procedure Number: None**

**Approved: December 1, 2020**