

COMPENSATION PLAN
INCENTIVES AND STIPENDS

DEAA
(LOCAL)

Emoluments

As part of the benefits package for key administrators, compensation-related emoluments are provided as follows:

- A stipend, as outlined below, is provided to cover the cost of transportation-related expenses such as mileage, insurance, maintenance, toll, and parking fees.
 - \$1000 per month for the executive vice president and senior vice presidents.
 - \$500 per month for vice presidents.
 - \$250 per month for the faculty council president during his or her tenure in the position.
 - Other administrators with College-wide responsibilities that require substantive local travel among campuses may also receive a stipend, not to exceed \$500 per month, when the District President determines it is in the best interests of the College.
- A stipend in the amount of \$75 per month is provided for employees who require smart phones to perform their jobs.
- A stipend in the amount of \$40 per month or a College-owned cell phone is provided for staff who are required to be regularly "on call," but their job does not require a smart phone. Such staff who are in nonexempt positions must comply with all College timekeeping policies.

Emoluments are considered annually by the Board as a part of the budget review and approval process. All emoluments are listed in the annual budget of the College and reported to state agencies as required by law.