

## RESOLUTION FY 2012-22

### Adoption of Stipend Policy for Employee Electronic Connectivity

WHEREAS, certain Edison Community College employees must be accessible off-campus via voice/email in order to perform their job tasks adequately, and

WHEREAS it is customary for institutions of higher learning to provide a stipend adequately supporting 1) that portion of the purchase of whatever electronic connectivity hardware device(s) that the employee might realistically utilize for work-related purposes as opposed to personal use, and 2) that portion of the voice/data plan(s) that the employee might realistically utilize for work-related purposes as opposed to personal use, and

WHEREAS, President's Cabinet 1) has assessed all employee positions for stipend eligibility 2) has determined levels of needed availability requiring electronic connectivity, and 3) has arrived at a stipend system that ensures equitability and fairness, and

WHEREAS, the college recognizes the importance of being committed to improving budget efficiencies,

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of Edison Community College that stipends be authorized for eligible employees for payment as a fixed amount on each paycheck, as follows:

- Level 1— The employee is responsible for critical infrastructure or service(s) and is required to be immediately accessible at all times, within reason.

\$21 per paycheck (\$504 per year)

- Level 2— The employee's job requires that he/she needs to be immediately accessible outside of normal business hours, within reason.

\$17 per paycheck (\$408 per year)

- Level 3— The employee's job requires that he/she work regularly in the field (or travelling), or otherwise needs to be immediately accessible, within reason.

\$12.50 per paycheck (\$300 per year)

FURTHER BE IT RESOLVED that the President's Cabinet may add, delete, or modify the list of positions eligible for stipends depending upon any future changes to job descriptions, and adjust the future rate(s) of stipend reimbursements as may be budgetarily necessary.