

**HUMAN RESOURCES****BP 7130 COMPENSATION****References:**

Education Code Sections 70902(b)(4), 72411, 87801, and 88160;  
Government Code Section 53200;  
34 Code of Federal Regulations Part 668 (U.S. Department of Education regulations on the Integrity of Federal Student Financial Aid Programs under Title IV of the Higher Education Act of 1965, as amended.)

The Governing Board shall establish and authorize salary schedules, compensation, and benefits (including health and welfare benefits) for all classes of employees and each contract employee subject to collective bargaining or meet and confer processes as applicable.

**Prohibition of Incentive Compensation**

The District shall not provide any commission, bonus, or other incentive payment based, directly or indirectly, on the success in securing enrollments or financial aid, to any person or entity engaged in any student recruiting or admission activities or in making decisions regarding the award of student financial assistance. Employees covered by this ban shall be referred to as “covered employees” for purposes of this policy.

Compensation is subject to BP 7140 titled Collective Bargaining for represented employees.

Office of Primary Responsibility: Human Resource Services

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**Date Adopted: 2/09/2008; Revised: 11/08/2011; Revised: 5/8/18; Reviewed: 04/12/24; 5/14/24**

*(Replaces former Palomar Policies 7.09, 155, 155.1, 155.11, 155.12, 155.41, 155.42, 528.2, former Palomar Procedures 155.1, 155.41, 155.42, 528.2 and all previous versions of BP 7130.)*