The Palm Beach State College wage and salary program is designed to meet the following objectives:

1. Ensure that compensation actions are administered in a manner to comply with state and federal requirements.

2. Enhance the ability to attract and retain qualified faculty and staff.

3. Ensure fair treatment of employees through internal consistency.

4. Ensure external competitiveness by developing and maintaining compensation levels that reflect market pay rates.

5. Provide a clear and concise reference for fair compensation decisions.

6. Provide flexibility so the system will remain responsive to changes in the marketplace, the organization and the economic conditions within the College.

The College salary schedules may be updated as needed and are adopted annually to comply with wage and salary program objectives.