



## **Compensation Philosophy for Staff**

Bentley's "total rewards" package for eligible staff includes compensation, a comprehensive set of health and welfare benefits, career development and opportunities, and a wide array of resources and facilities. The University focuses on providing an overall competitive total rewards package to attract, retain and recognize the contributions of its staff employees.

### **Compensation**

Bentley is committed to attracting, developing, retaining and rewarding high quality, passionate staff members who support the educational mission and strategic goals of the university. To achieve that goal, it is Bentley's objective to pay competitive salaries using comparison market medians as guidelines. On a periodic basis, Bentley will review data for the Boston market in higher education and general industry surveys. The market data reviewed will depend on the nature of the position and available market matches. Each staff member's base salary in relation to the comparison market for that individual's position will depend on merit-based factors such as job performance, knowledge, skills, and experience, as well as the strategic needs of the university. Any annual salary increase or annual bonus award will be based on individual results and recognize and reward high performance.

### **Benefits**

Benefits are compared to benefit programs at certain private higher education institutions in Massachusetts. Target positioning for benefits programs is within the competitive range of the benefits comparison market as determined by an independent national consulting firm.

Bentley's Compensation Philosophy for Staff provides guidelines for how the University funds and administers its total rewards package for staff. The University reserves the right to modify any of the guidelines in this Philosophy at any time. Nothing within the document creates any contractual rights to any level or form of compensation or benefit. This document does not apply to union employees, executives, temporary employees, or less than half-time employees.

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