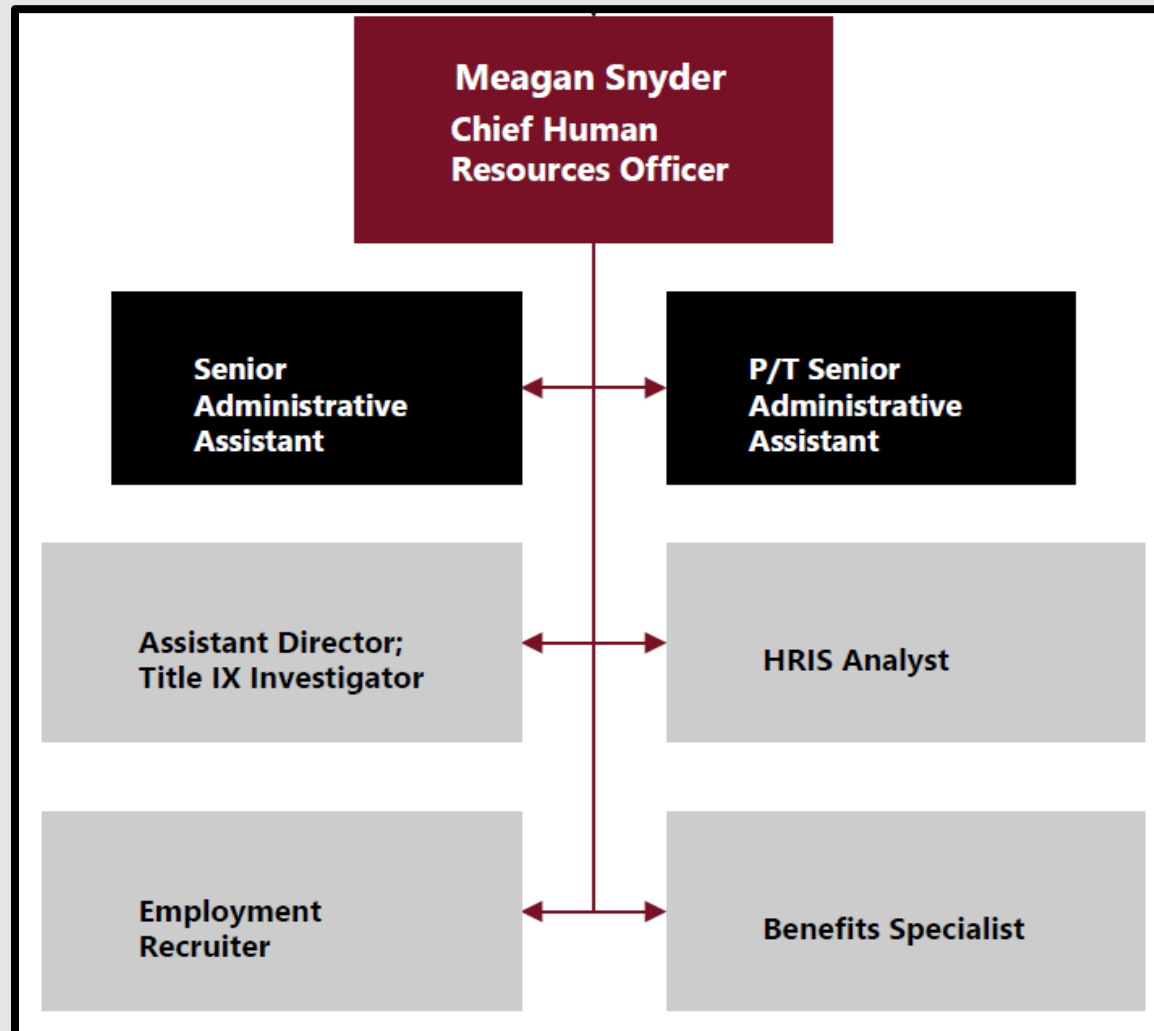# Human Resources

North Idaho College

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HR Team

HR provides professional assistance to recruit, retain, and engage our most valuable asset - our employees. We are dedicated to clear communication, progressive thinking, and resourceful solutions in support of the mission of NIC.

Retention Plan

Compensation

Talent Acquisition

Total Rewards

Leadership

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Total Compensation

5.1 Review and update NIC's compensation to ensure competitiveness, and alignment with industry standards while incentivizing and encouraging employee development.

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Total Compensation Study

Phase One: FY26 –> FY27

Compensation Strategy

Position Framework

Compensation Benchmarking

Phase Two: FY27 –> FY28

Pay Equity Analysis

Salary Structure & Cost Analysis

Final Results/ Implementation

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Compensation Strategy

- Request & Review Data/Materials
- Gather Stakeholder Input
- Develop and refresh compensation strategy

Position Framework

Review Existing Staff & Faculty Job Structures Including

- Job Families
- Level(s) and Title(s) Framework
- Validate position descriptions
- Investigation into potential career pathways

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Compensation Benchmarking

Request RFP for compensation consultant to assist with

- Develop best practices and benchmarking methodology
- Conduct market match reviews
- Market and living wage assessment
- Identify compensation strategy

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Phase Two: FY27 – FY28

Pay Equity Analysis

- Data Collection
- Review Outliers
- Report Findings & Recommendations

Salary Structure & Cost Analysis

- Revise Pay Grades & Ranges
- Assign Positions using Market Data
- Validate & Finalize
- Determine Cost
- Report Recommendations

Final Results/ Implementation

- Revise Guidelines
- Review Changes
- Develop Report
- Implementation/Road Map Recommendations

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Total Rewards

Leadership Development

Conflict Management

Professional Manager

Effective Delegations

Presentation Skills & Speaking Confidently

Employee Engagement

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