

CRC Committee Recommendations
March 28, 2014

Committee Members:

Faculty Representatives- Alex Bezzerides and Ed Miller

CSO Representatives- Theresa Chrisman and Liz Weldy

PSO Representatives- Traci Birdsell and Jeff Phelps

Human Resources- Vikki Swift

Budget Office- Trudy Alva

IPRA- Howard Erdman

Chair- Heather Henson-Ramsey

This committee assessed the following documents as instructed by the President. They include:

- The annual compensation report from the Division of Human Resources (DHR).
- The current benefits package from the Division of Financial Management (DFM).
- The governor's recommendations for CEC.
- Guidance for FY 2014 salary savings and FY 2015 CEC provided by the DFM, DHR, and Division of Statewide Payroll.
- Compared CSO salaries to averages as determined by the DHR. Compa-ratios were used for these comparisons.
- Compared faculty salaries across all ranks to average salaries at our peer institutions.
- Compared PSO salaries to professional staff nation-wide by using the data provided by the College and University Association of Human Resources (CUPA-HR).

Based upon analysis of this data, the committee makes the following recommendations for both monetary and non-monetary compensation.

Monetary Compensation

General Recommendations: The committee is especially concerned with suggestions that will help the institution to meet it's own goals as stated in the Strategic Plan for 2014-2018.

- The Strategic Plan for 2014-2018, Objective IE specifically states, "All faculty and staff pay will meet or exceed the median reported from our peer institutions". This committee recommends that the college institute a specific mechanism that can be used to meet this goal. Alternatively, if this is not a reachable goal, we recommend that the strategic plan be revised.

- The recommendations of this committee are aimed at helping the college to meet the goal stated above, although these recommendations alone will not be sufficient to get all salaries to the median as our peer institutions. We feel strongly that a working group needs to be organized objective and with guidance provided by the President.
- The legislature has appropriated a 1% on-going increase in CEC and a 1% one-time bonus for all employees, based upon merit. The committee is concerned about increases to the employees' contribution to health insurance. Based upon the increase of the 'employee only' share of the health insurance increase, we would like to request that the administration provide institutional funds to mitigate this increase for all employees. This will allow the 1% increase in CEC to be a "true" raise, otherwise the increase will be going to the increased health insurance costs and employees will likely not see a net increase in their income.

Recommendations for Faculty CEC FY 2015: A comparison of faculty salaries across ranks has shown that our average salaries range from 79% of our peers (full professors) to 93% of our peers (instructors).

- The committee recommends that faculty promotions be funded and that the college continues its past practice of funding faculty promotions from institutional resources.
- The committee recommends that the administration increase the raises associated with promotions as a mechanism for increasing faculty pay to help achieve the goals as stated in the Strategic plan. The following is a list of highly suggested increases to base pay with this goal in mind. Please see the attached proposal for full details.
 - An increase in the assistant to associate promotion raise from \$3,000 to \$6,000.
 - An increase in the associate to full promotion raise from \$5,000 to \$10,000.
 - An increase of \$1,000 to base salary for all full professors to start addressing compression.
 - A commitment to address most egregiously compressed salaries first, especially at the full professor rank.

Recommendations for CSO CEC FY 2015: This committee is most concerned about the pay for CSO members in comparison to PSO and faculty. Per the FY2014 State Employee Compensations and Benefits Report, across the state classified staff make 84.8% of their peers as determined by Compa-ratio. Our CSO makes 81.7% as determined by Compa-ratio.

- In addition to the 1% increase in CEC from the legislature, it is recommended that the college fund additional 4% for a total of 5% on-going increase that can be used as a merit pool for all eligible CSO members.

Recommendations for PSO CEC FY 2015: Analysis of PSO salary comparisons is challenging. The most widely used source of information is the CUPA data set, which does not have equivalent salaries for every employee type. Additionally, this comparison is done by quartiles and LCSC was just reclassified into a higher quartile, which impacts this comparison negatively. Our estimation of PSO salaries in comparison to CUPA matchable staff suggests that our employees are paid from 85% to 89% of the reported salaries on the CUPA database.

- While the data indicates that PSO members are deserving of additional salary increases, their situation is not as pronounced as classified staff. As such, the committee recommends the 1% increase in base pay and the 1% bonus for meritorious employees among PSO members. This is to assure that available institutional funds are directed towards classified staff and faculty promotions first.

Non-monetary Compensation

Suggested changes: The committee recommends the following changes. The committee would like to thank the administration for providing an education benefit for dependents.

*This is a repeat of some of the recommendations from the FY 2013 report.

- ***Increased campus health and wellness activities***

The committee supports increased campus health and wellness activities. The committee recommends an allowance of up to 60 minutes of release time per week for health and wellness activities on campus during work hours. This initiative is modeled after a Boise State University program recently established for all benefit eligible employees.

- ***Influence policy change at the state level***

The committee supports and encourages Executive Administration to work with other state agencies to influence a policy change at the state level to discontinue the practice of sweeping health insurance funds from appropriated and non-appropriated accounts that are declined by employees. Additionally the committee strongly recommends that Executive Administration work with the

legislature to reinstate the I-time code 'MDA' for (Medical, Dental or Optical appointments).

The committee has reviewed current benefits that are provided to all benefit eligible employees and strongly support continuation for:

- Continued professional development training opportunities both on and off campus.
- Employee use of the LCSC Fitness center.
- Admission to campus athletic events for employees and their family.
- Christmas week closure to the public, strongly recommend campus-wide departmental flexibility for staff to work during those days.
- Continued allowance of adjusted work schedules for summer hours when campus is closed to the public.
- Support for flex schedules within all units that are able to provide coverage. This is particularly important for individuals who would like to take advantage of their education benefit.
- Continuation of education benefits. The committee would like to thank administration for the addition of dependent benefits to the already existing spousal benefit.