

Update on 2018 CRC Recommendations

1. The college should fully fund faculty promotions and should continue its past practice of using institutional resources to cover the cost of those promotions. **This practice is ongoing and has been implemented for FY2019.**
2. Questionnaire responses indicated that a remedy for “compression” is the highest priority. Suggestions include
 - a. Re-evaluate job descriptions to ensure they reflect the work that is actually expected of the employee. **Currently in progress as supervisors complete performance evaluations. A handful of positions were reclassified last year due to changes in job duties, and many of these included pay increases. Re-evaluation will be ongoing as HR continues to have discussions about a market-based pay structure.**
 - b. Implement a market-based compensation plan that, by its nature, provides a remedy for employees with compressed wages. **A working group has been formed to explore a market-based compensation plan similar to U of I. This group continues to meet regularly.**
 - c. Address issues of fairness in determining who receives raises. **Language and use of rankings has been clarified.**
3. A majority of all employees have a negative perception of compensation, with the faculty expressing the greatest dissatisfaction (Appendix D). . . . The 2018 CRC is not in a position to make policy or write strategy. However, the committee has provided evidence that employees are dissatisfied with current compensation, and urges the administration to include a structural remedy in its long-term planning. **A working group has been formed to explore a market-based compensation plan similar to U of I and to explore the possibility of moving higher education out of the state classification system.**
4. The CRC supports LCSC’s efforts to create a college minimum wage, whether done as a principled action to provide a livable wage, or done to compete with employment opportunities in Clarkston. The administration should consider using a portion of the state’s 2018 allocation to establish a baseline salary for college employment. **See above.**
5. Questionnaire results show that employees do not want non-compensation benefits to be a substitute for structural changes to compensation. With that said, a majority of employees appreciate and enjoy campus incentives (Appendix F).
 - a. Allow two children to have the dependent benefit for LCSC tuition at the same time. **Educational Privilege policy is being updated, but this particular issue has not been discussed.**
 - b. Allow a guest to use the gym if accompanied by a valid LCSC activity card holder. **Under consideration**
 - c. For employees celebrating a 5, 10, 15, 20, or 25 year work anniversary, award a free parking pass for one year and/or some type of LCSC apparel. **Under consideration.**
 - d. Close campus during the July 4th holiday week. **Not considered due to state policy.**
 - e. Provide subsidized child care on campus. **Not considered at this time.**
 - f. Work with the University of Idaho to allow distance learning for advanced degrees at discounted rates for employees and spouses. **U of I is not interested in changing this policy at this time.**

g. Provide time off for volunteering for civic events other than the NAIA World Series and Art Under the Elms. **Under consideration.**

h. As a wellness benefit, allow employees extra time for working out or attending wellness classes. **This occurred during the summer months. LCSC's Health & Wellness Committee is drafting a memo to administration to make this a regular (year-long) benefit.**

i. Extend fitness center hours during breaks and summers. **Need approval and buy-in from Athletic department, as they staff the fitness center.**