

CSO CRC Compensation Report - March 2016

% of Median/Policy	Total	% of Staff	Range	Policy (\$/hr)	Actual Pay (\$/hr)
70.01-75	21	16.03	70.01 – 74.81		
Pay grades: H	10			16.71	11.70 – 12.50
I	8			19.52	13.67 – 14.26
J	2			22.01	15.41 – 16.33
K	1			24.65	18.18
75.01-80	28	21.37	75.05 – 79.80		
Pay grades: E	3			11.35	8.66 – 8.95
G	1			14.51	11.50
H	14			16.71	12.60 – 13.30
I	7			19.52	15.00 – 15.54
J	1			22.01	17.31
K	2			24.65	18.50 – 19.67
80.01-85	25	19.08	80.25 – 84.98		
Pay grades: E	7			11.35	9.18 – 9.55
F	2			12.78	10.76 – 10.78
G	6			14.51	11.69 – 12.25
H	8			16.71	13.41 – 14.20
I	2			19.52	15.83 – 15.88
85.01-90	26	19.85	85.28 – 89.69		
Pay grades: E	4			11.35	9.86 – 10.18
F	4			12.78	11.07 – 11.30
G	2			14.51	12.53 – 12.63
H	13			16.71	14.25 – 14.96
I	2			19.52	17.35 – 17.50
J	1			22.01	19.00
90.01-95	12	9.16	90.01 – 94.62		
Pay grades: G	5			14.51	13.15 – 13.73
H	6			16.71	15.04 – 15.72
I	1			19.52	18.43
95.01-100	10	7.63	95.21 – 100.00		
Pay grades: E	3			11.35	10.98 – 11.35
H	7			16.71	15.91 – 16.53
100.01-105	3	2.29	101.56 – 102.89		
Pay grades: G	1			14.51	14.93
H	2			16.71	16.97 – 16.99
105.01-110	4	3.05	105.69 – 107.94		
Pay grades: E	1			11.35	12.08
H	2			16.71	17.66 – 17.76
I	1			19.52	21.07
110.01-115	2	1.53	110.68 - 113.17		
Pay grades: H	1			16.71	18.91
J	1			22.01	24.36

Full-time	% of Median/Compa. (Average)	Salary (Average)
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119 @ 1.0 FTE	84.37%	\$28,562
Part-time		
3 @ .92 FTE	90.56%	\$29,056
1 @ .90 FTE	86.30%	\$26,994
1 @ .88 FTE	87.37%	\$26,572
1 @ .83 FTE	86.77%	\$25,520
1 @ .75 FTE	92.63%	\$20,966
2 @ .63 FTE	83.09%	\$19,806
2 @ .62 FTE	78.88%	\$17,002
1 @ .60 FTE	83.78%	\$17,472

Up to 10% below policy	18.9%	23.2%	17.4%
10.01-20% below policy	35.6%	40.8%	42.1%
More than 20% below policy	45.5%	36.1%	40.5%
	2012 State-wide average	2015 State-wide average	LCSC - 2016

Of 131 classified staff members, only 10 (7.6%) are paid at 100% of policy or greater; 121 (92.4%) are paid below policy. According to the State Employee Compensation and Turnover Follow-up report (15-07F, December 2015), in 2012, 90% of classified employees statewide were paid below policy; now, it is 86%. LCSC's current classified staff pay rates, with 92.4% below policy, are worse than the statewide average of four years ago.

The *Report to the Governor – FY 2017 Change in Employee Compensation & Benefits Report* states that, "Overall, when compared regionally with public and private employers, Idaho's policy pay rates are on average, 15.98% below market." That, in and of itself, is quite discouraging but, then, consider the fact that the majority of LCSC's classified staff members' incomes are significantly lower percentages of policy.

Monetary Compensation

- As per Objective IE of the college's 2014-2018 Strategic Plan, all classified staff members should be paid at 100% of policy within two years. Thus, for FY16-17, all should be paid at least 90% of policy, with an increase to 100% of policy beginning FY17-18.
- A pay schedule similar to the county and city governments and the "step raise" system at North Idaho College (NIC) should be developed so that employees know what they can expect to earn based on the number of years they have worked. Such a step would encourage retention of staff members.
- Annual Cost of Living Adjustments (COLA) should be provided (and included on the pay schedule noted above). As a result of not doing so, salaries have not kept pace with cost of living increases, and employees are making less, relatively speaking, than they were previously. The result is to vitiate the effect of merit raises that have been awarded. For example, an employee who made \$42,000 in the year 2000 and received COLA would now be earning \$57,627. However, the individual currently makes \$56,639, despite receiving merit increases -- a difference of \$988.
- All classified positions should be fully funded by state appropriated funds.
- Starting salaries should be increased to be competitive with other regional employers.

- Salaries for degree holders should be increased. As an educational institution, it makes sense for LCSC to reward individuals who hold advanced degrees at the time of their hire or who earn such degrees during their employment.

Non-Monetary Compensation

- Faculty and staff access to the Fitness Center during holiday campus closures (via Salto access?)
- One paid, personal, day-of-choice holiday (i.e. birthday or any other day)
- Monthly paid hours (i.e. 2 hours/month) to volunteer at location of choice (i.e. child's school, etc.)
- Reintroduction of I-Time code used for doctor appointments so that vacation- or sick-time do not have to be used
- Faculty and staff to pay the same, reduced price as students for parking permits
- Free access to campus events and activities (i.e. sports games, movies, theater performances, concerts, festivals, etc.) for faculty and staff
- Host an on-site masseuse, as was here in the past