

BACKGROUND & ADDITIONAL STUDY NOTES

BUSHUE HR (*an outside HR consulting firm*) was hired in 2010 to research the pay scale of positions at profit and non-profit companies in our area and at other similar Illinois community colleges and compare them to those at JWCC. The firm did this based on similarities in job responsibilities and functions and placed positions in accordingly.

Unfortunately, the college did not have the necessary funds to fully adjust the pay for the positions as called for in the research. The college had \$80,000 to begin the process of adjusting the pay scale of positions found to be below market levels. Work on this isn't complete, and will take more funding in future years to fully implement. This plan provides a framework that can be adjusted and enhanced.

Employee feedback following the rollout resulted in changes beyond the appeal process. Additional suggestions to the plan are being studied. Administration continues to build on this plan and will explore a second market research of pay scales in 2014.

This initial step in classification/compensation had nothing to do with employee performance, or any type of merit system. Employee feedback indicated an interest in a possible merit system in the future. Suggestions included incentive-based opportunities and alternative work schedules. Employees also shared that the college needs study ways to value of length of service.