

From: Griego, Jeri
Sent: Monday, October 05, 2015 12:43 PM
To: Boreing, Vicki <VBoreing@lccc.wy.edu>
Subject: Comments for Board

Hi Vicki,

Based upon the conversation at the last Board Meeting, I have been thinking about the big picture of compensation for LCCC employees. I have talked to colleagues and my students in Principles of Management. Based upon their feedback, I have crafted the following:

LCCC endeavors to be a first-class employer, valuing and retaining employees as respected assets of the college. LCCC offers employees competitive wages, a comprehensive benefits package and an innovative and supportive work environment. A full work/life integration is encouraged as employees meet the needs of students in this dynamic higher learning organization.

At another level of the re-writes of policy and procedure it needs to be recognized that the current salary scale is not working as designed. If it is necessary to continually bring in new employees at higher wages, this is indicative that the base is too low. New employees coming in are being paid more than existing people in similar jobs doing the same work. This is causing quite an issue with morale throughout the organization. Something needs to be done soon to prevent further resignations of good people.

Jeri Griego