

Category Three Introduction: Valuing Employees

LCCC continues to build an organization engineered to thrive in an uncertain future. Our processes associated with this category have clearly moved to an aligned level of maturity, however our results remain on the cusp between reactive and systematic. Through a commitment to shared governance and a climate of trust, LCCC is developing an effective, efficient, and entrepreneurial workforce with a tenacious dedication to continuous improvement. This work will culminate by finalizing strategies found primarily in Goal Three of the 2014 strategic plan.

LCCC is a values-based organization that lives by its mission and embodies a culture of transformation. Its focus on valuing employees remains at the forefront. Making LCCC an “Employer of Choice” has been a long-standing goal that now has new direction and focus. The Board of Trustees directed the President to develop and deploy a compensation system at LCCC that would be externally competitive, internally equitable, readily updated, easily understood, and fiscally responsible. As such, the classification and compensation study incorporated a market-based element to establish and maintain the most competitive salaries and total compensation package. The College continues to face challenges with competition from the private sector for employees in critical positions, so LCCC is focusing on hiring, developing, and retaining the best employees.

Implementing strategies recommended by the College Brain Trust in 2012, LCCC has established a strong HR team with professional credentials who maintain their currency in the ever-changing fields of benefits, recruitment, compensation, legal issues, and talent management. The annual employee satisfaction survey indicates that the College is moving in the right direction for valuing its employees.

As LCCC finalizes the implementation of the classification and compensation model, the College is shifting to its next major HR focus area of developing and implementing an automated performance management process. A robust performance evaluation model will aid in the accurate and consistent performance assessment of its people, enabling specific employee improvement within current rolls and focused development toward the fulfillment of future roles as LCCC.