

7. NEW BUSINESS

7.1. COLLEGE OF LAKE COUNTY BOARD OF TRUSTEES GUIDANCE ON TOTAL REWARDS PHILOSOPHY – REVISED – SECOND READING

Board approval is requested to amend the Total Rewards Philosophy. The Philosophy continues to be the foundation for the Employee Success Framework and outlines five key strategic areas of focus in supporting the employee experience.

Recommended changes are highlighted in **red** and reflect changes presented as the First Reading. Revisions for the Second Reading are highlighted in **blue**.

Recommendation: Approve the amended Total Rewards Philosophy.

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The College of Lake County is committed to recruiting, ~~and retaining,~~ ~~recognizing and developing~~ a ~~highly~~ qualified and diverse workforce to serve our students and our community. This total rewards philosophy ~~is will be~~ embedded in the Employee Success Framework, ~~aligns with Board policies~~ and is intended to:

- Foster a collaborative ~~student and community-centered culture that provides opportunities for learning, career growth and skill development~~ ~~high-performing work environment~~ that encourages, supports and empowers employee innovation, creativity, adaptability and engagement. ~~professional and personal development, career progression and skill mastery.~~
- Recognize accomplishments, service and success of individual employees and ~~high-performing~~ teams.
- Uphold ~~Address~~ equity in all ~~compensation-salary and benefit~~ programs for employees and ~~includes direct~~ regular assessment of relevant labor markets to ~~support wage ensure that the salaries~~ and benefit structures ~~that~~ are externally competitive and internally comparable.
- Provide access to high-quality health, disability and other insurance and retirement plans and related resources that promote wellness and accountability.
- Support employee ~~well-being health and wellness~~ through programs such as paid time off, leaves of absence, employee assistance, ~~program, and~~ education and community service/volunteerism opportunities.

Institutionally, the total rewards philosophy will:

- Uphold the College's mission and values
- ~~Advance organizational outcomes~~
- Advance strategic priorities and outcomes ~~Align with CLC strategic priorities~~
- ~~Exemplify CLC core values~~
- ~~Ensure Reflect~~ financial stewardship and accountability

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7.1. COLLEGE OF LAKE COUNTY BOARD OF TRUSTEES GUIDANCE ON TOTAL REWARDS PHILOSOPHY (CONTINUED)

~~Nothing in t~~ This Philosophy should not be interpreted ~~construed~~ as a guaranteed benefit. ~~The College will develop and communicate practices to ensure the total rewards are in compliance with these principles and administered as noted.~~ College administration will maintain procedures that reflect and support the principles of the Total Rewards Philosophy. None of the above inhibits the Board of Trustees from taking any action it deems appropriate.

Adopted 04/21/2020

Revised 03/15/2022

Revised XX/XX/2026