

From: [Fay, Sue](#)
To: [Husemoller, David](#)
Cc: [Mersch, Margaret](#)
Subject: RE: STARS report PA-12 Salary/Benefit Qs
Date: Sunday, February 23, 2020 1:48:26 PM
Attachments: [image002.png](#)
[image003.png](#)
[STAR_Sustainability report_2020_02_summary.xls](#)

David,

Attached is the information on living wage in two looks based on your requests:

1. By broad classification: Regular employees, temporary/seasonal, and adjunct faculty.
2. By status: Full-time and part-time

Quick observations

- I am encouraged by the College's commitment to a living wage reflected in:
 - 93.55% of all employees meeting that standard (1,973 of 2,109 employees).
 - 90.42% of our part-time population meeting the standard (1,256 of 1,389 part-timers)
- I see an opportunity with 3 of 720 full-time staff members who do not meet the standard.

A couple of notes on methodology

- I did include a 30% fringe benefits factor for full-time employees which is the College's multiplier.
- For instructional adjunct faculty, I used the College standard that 1 credit hour is equivalent to 2.25 work hours. The equivalent hourly rate was calculated using the entry/step 1 base salary rate in the adjunct faculty collective bargaining agreement which is the most conservative approach.
- The total # of employees (2,109) is high as it includes all adjuncts and temporary/seasonal employees who have job records. Though considered employees of the College, they may or may not be actively teaching or working on the date that report was run (02/13/2020).
- I did not exclude probationary employees.

Of the 136 employees below the standard, they are either Board appointed or temporary seasonal.

- 3 are full-time with access to:
 - Health care at our lowest premium contribution levels. The College contributions 85%-90% of health premiums depending on coverage type.
 - All other insurance benefits including dental and vision plans funded primarily by the College and life insurance funded entirely by the College.
 - Set aside pre-tax dollars for out-of-pocket medical, dental, vision and day care costs.
 - Paid personal, vacation, health and holiday time-off and tuition plans funded by the College.
 - Most paid time off may be banked to use to care for self and family that can be used for continuous and intermittent leaves of absence.
 - Employee Assistance Program which provides counseling, legal and family issues support.

- Set aside tax-free dollars to purchase public transportation products.
 - Set-aside pre- or post-tax dollars into retirement savings plans.
 - On-campus child care at employee rates.
 - On-campus health center
 - Wellness programs such as free fitness classes, fitness center use at no cost, educational programs and events.
- 47 are Board-appointed with access to:
 - Paid personal, vacation, health and holiday time-off and tuition plans funded by the College.
 - Most paid time off may be banked to use to care for self and family that can be used for continuous and intermittent leaves of absence.
 - Employee Assistance Program which provides counseling, legal, financial, and family issues support.
 - Set-aside pre- or post-tax dollars into retirement savings plans.
 - On-campus child care at employee rates.
 - On-campus health center
 - Wellness programs such as free fitness classes, fitness center use at no cost, educational programs and events.
- 86 are temporary/seasonal with access to:
 - On-campus child care
 - On-campus health center
 - Wellness programs such as free fitness classes and educational programs and events.

Please let me know if you have any questions.

Also, please make a note that Margaret Mersch will be your primary contact for future reports.

Thank you.

Sue Fay
 Executive Director, Human Resources
 Room: T-106
 Direct: (847) 543-2218
 Pronouns: she, her, hers



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From: Husemoller, David <DHusemoller@CLCILLINOIS.EDU>
Sent: Wednesday, February 19, 2020 8:01 PM
To: Fay, Sue <sfay@clcillinois.edu>
Subject: Re: STARS report PA-12 Salary/Benefit Qs

Hi Sue, I didn't actually think to ask HR 3 years ago. I was focused on our food service vendor who said that none of his employees received a living wage. The question that I have for you is how many employees, out of the total, make less than \$17.21 an hour. How many of these employees are full- or part-time? If they do receive benefits we could augment their hourly figures up a bit. Hope that that clarifies things a bit.

Thanks!

David

From: Fay, Sue <sfay@clcillinois.edu>
Sent: Wednesday, February 19, 2020 5:52 PM
To: Husemoller, David <DHusemoller@CLCILLINOIS.EDU>
Subject: RE: STARS report PA-12 Salary/Benefit Qs

David,

Kim and I cannot find any information that was sent to you from HR for previous reports. Can you please forward what you received from us in the past?

Thank you.

Sue Fay
Executive Director, Human Resources
Room: T-106
Direct: (847) 543-2218
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From: Husemoller, David <DHusemoller@CLCILLINOIS.EDU>
Sent: Monday, February 17, 2020 9:17 AM

To: Fay, Sue <sfay@clcollinois.edu>

Subject: STARS report PA-12 Salary/Benefit Qs

Hello Sue,

I am busy completing our STARS report. Part of sustainability has to do with social equity and the role that the college plays as an employer. I am looking for a figure that relates to the percentage of faculty/staff making the equivalent of the \$17.21 an hour, which is the definition of a “living wage” for a 2 adult earner family with 2 dependents. This figure should include all regular full-time, regular part-time, and temporary/adjunct employees (academic and non-academic staff).

Also, we need to report the “Total compensation provided to the institution’s lowest paid regular, part-time or full-time employee or pay grade meets or exceeds what percentage of the living wage” Part of this credit is focused on the institution's lowest paid, permanent employee or pay grade. This employee or pay grade may or may not be eligible for benefits:

- If the lowest paid employee or pay grade is NOT eligible for benefits, report wages only.
- if the lowest paid employee or pay grade is eligible for benefits, benefits that address basic needs (e.g., food, housing, transportation, healthcare, childcare, and/or retirement) and are funded by the institution may be included as part of the total compensation figure.

Provisional compensation for newly hired, entry-level employees (e.g., compensation provided during the first six months of employment) may be excluded.

I would need this information by the end of next week. I have another question that I will forward on to you, that maybe another staff in your department can help with.

Thank you for your assistance!

David Husemoller, LEED AP O+M
Sustainability Manager



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