

The CARE Project

Classification > Acquisition > Retention > Equity

As previously announced on June 19, the Office of Human Resources is partnering with Gallagher Benefit Services, Inc. (GBS) to conduct a comprehensive review and assessment of the College's administrative, professional and career position classifications and salary index structure. The CARE Project consists of four phases over a period of 18 months. The goal of The CARE Project is to design a classification and compensation system that is internally equitable and externally competitive.

As part of Phase 1 of the project, GBS Senior Consultant Mark Goldberg will lead informational sessions to further detail project scope and instruct employees on how to complete a Position Description Questionnaire (PDQ). As described during the OnPoint call on June 24, employees will complete the PDQs which supervisors will then review. PDQs are essential to the project, and it is imperative that employees complete them accurately and in a timely fashion.

Your input is vital. Mark your calendar to attend one of the scheduled sessions below. If you have any questions, please contact thecareproject@fscj.edu. We look forward to your participation.

Date	Time	Campus	Room Number	WebEx Log-In
Monday, September 16*	9:00 a.m. – 10:00 a.m.	Downtown	Advanced Technology Center, Room T-140	Join the meeting Event Number: 649 002 692 Event Password: vmf5XC6m
Monday, September 16	11:00 a.m. – noon	Kent	E104	Not available
Monday, September 16	2:00 p.m. – 3:00 p.m.	Cecil Center	AO109	Not available
Tuesday, September 17	9:00 a.m. – 10:00 a.m.	South	Lakeside Room	Not available
Tuesday, September 17	11:00 a.m. – noon	Deerwood	G1709	Not available
Tuesday, September 17*	2:00 p.m. – 3:00 p.m.	North	Auditorium	Join the meeting Event Number: 642 447 578 Event Password: 9jWjmUnh
Wednesday, September 18	11:30 a.m. – 12:30 p.m.	Nassau Center	David Yulee Room, A114	Not available

*WebEx available

GBS Senior Consultant Mark Goldberg will serve as the project manager. Prior to joining GBS, Mr. Goldberg held a variety of compensation leadership positions in media, high tech, manufacturing, local government organizations and the University of Minnesota. He has a Master's Degree in Human Resources and Industrial Relations from Cornell University and a Bachelor's Degree in Human Resource Administration from Muhlenberg College.