

**From:** Human Resources <humanresources@fscj.edu>  
**Sent:** Monday, August 10, 2020 2:53 PM  
**To:** All Admins; All Professional Employees; All - FT Career  
**Cc:** FSCJ The Care Project <thecareproject@fscj.edu>  
**Subject:** The CARE Project Update

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Over the past year, an effort has been made to provide meaningful input to help establish a new classification and compensation system for employees. The CARE Project brought together information from at least 12 similar colleges, universities and businesses, and the team heard from 11 focus groups comprised of 60 people representing various areas throughout FSCJ. As previously communicated, the goal of the project is to create meaningful, consistent and accurate staff classification titles while clarifying career paths and examining compensation for competitiveness with the market.

When implemented the project is expected to:

- Provide more meaningful and consistent job titles
- Establish clearer career paths through the use of job families
- Enable FSCJ to align training and development plans with job classifications
- Allow for meaningful performance evaluations
- Help recruit and retain great candidates while offering pay commiserate to the market

The draft results of the efforts of Gallagher Benefit Services (GBS) has been shared with the Cabinet and is currently under review. As we move forward, further discussions related to the policy and procedures around the College's compensation and classification processes are being held based on the recommendations of the market analysis. The resulting report will provide guidance to future compensation discussions. Due to pending budget cuts, no funds are currently available to address any noted discrepancies.

This fall, the College community will have the opportunity to learn more about the results of the GBS consultants' efforts to align positions that perform similar duties into job families. Employees will have the opportunity to learn more about the project, ask questions and share feedback during virtual informational sessions to be scheduled in the near future. Details on these sessions will be shared with employees via email and HR website updates. Please visit [The CARE Project](#) website to explore the project's progression and learn more.