

RECOMMENDED ACTIONS *(OUR BASIC NEEDS)*

- o Pay raises are number one priority as positions will continue to lag the market if action is not taken. You're on the right track. Communication surrounding the bonus and/or increase should tie to recognizing employees for their efforts.
 - Develop a Salary Plan. A long term plan needs to be developed to determine how to get BSC positions to be competitive within the market.
- o In a time when we have less resources, specific time for work and collaboration is key to flexibility and workload balance
 - Change BSC's public hours to 8 am to 4 pm Monday through Friday. The workweek would still be 40 hours long.
- o Our current environment is stressed due to increased workloads in an unstable time.
 - Establish a culture of mental health and self-care. Support mental health day(s): awareness/education/supervisor training.
- o Continued preservation of the State's current health care plan is a necessity.
 - This continues to be a big perk for recruiting and retaining top talent and it's essential that we keep this in place. Our recommendation is to simply keep fighting for what we have.
- o Trust was the number one factor that was repeatedly mentioned during our employee survey results. We also defined this as communication and transparency.
 - Monthly opportunity for face-to-face updates to the campus on a set reoccurring time (example: First Tuesday of every month). Agenda will cover key performance indicators and other hot topics. Similar to the State of the College, but more specific to each EC member's KPI responsibilities.
- o Supervisor training, education and resources do not exist.
 - Monthly development sessions. Provide Supervisors with the right tools to be consistent and fair.

RECOMMENDED OPPORTUNITIES FOR GREATEST IMPACT *(MEET OUR BASIC NEEDS FIRST)*

- o We've explained above that our environment is stressed and our workloads are unbalanced – WE NEED HELP.
 - Work with an external coach. Define and implement our culture, develop a communication plan, build community and sustain it. Determine affordability (estimating \$25,000 to \$200,000).