

Santa Fe College
Resource & Planning Council
March 17, 2011
Northwest Campus, Room S-318

Minutes

1.0 Welcome and Call to Order

Ginger Gibson called the meeting to order at 2:05 pm.

The following members of the Council were present:

Ginger Gibson	David Schlafer
Paul Hutchins	Joan Suchorski
Jean Hutton	Lynn Sullivan
Tim Nesler	Marilynn Tubb
David Price	Bruce Tucker
Dan Rodkin	Barbara Jessie for Portia Taylor
Angie Siekers	Guest – Lynn Speer

The following members were not present:

Lauren Bates - student	Laurel Severino
Gayle Davis	Julie Shay
Mike Droll	Clay Smith
Lela Frye	
Steve Fisher	Ed Bonahue
Kelly Gridley	Chuck Clemons
Eugene Jones	Guy York
Bill Reese	

Recorders: Hannah Fischer and Amy Nichols

2.0 Strategic Initiatives – Ginger Gibson

Ginger reminded members that the final three Strategic Initiative Outlines for the college should be completed by the next meeting on March 24, 2011. They should follow the standard format with all categories filled in and with specific recommendations on the back. Please remember there are no recurring funds. These Initiatives along with the Budget Assumptions and Projections will be presented to the President on March 28, 2011.

Action: *SI work groups to review and finalize Initiatives by March 24, 2011.*

3.0 Career Service Salary and Benefits – Lola Christian

Lola Christian began her presentation with an overview of Career Service staff. It is currently comprised of 262 full-time employees. Four years ago we had approximately 291 Career Service employees on six different campuses. Today we have an additional campus, a new Fine Arts Hall and 10% fewer Career Service employees to conduct the business of the college. These staffing reductions have impacted the jobs of many career service employees with no changes to the job description. Periodic desk audits performed routinely could ensure continued appropriate classification. Desk audits would also help define appropriate placement, acceptable performance, salary recommendations and possible candidates for advancement. Lola then presented the final Salary and Benefit proposals.

- Maintain a minimum salary and benefits budget of at least 80% of the college operating budget
- Maintain employee health care coverage at 100% of insurance costs
- The college must build and maintain membership in the Association of Florida Colleges

David Price asked Lola to clarify the detailed review of staff. Is the Career Service opposed to outsourcing staff to TempForce even if it would be cheaper for the college? Lola replied in the affirmative, yes we are opposed. David asked if the college would outsource the desk audit. Lola replied it would be an internal review attached to the annual employee review. Lynn Sullivan asked if the desk audit would be used for classification purposes. Lola said it would separate non-exempt versus hourly Career Service employees. A detailed review could reveal possible modifications that could lead to probable cost savings in addition to more efficient operations.

The Career Service presentation can be viewed along with previous presentations on the RPC webpage: <http://www.sfcollege.edu/rpc/index.php?section=presentations>

4.0 Senate Salaries and Benefits Presentations – David Price

David Price, standing in lieu of Tom Mason, gave the Senate presentation of their Salary and Benefits Committee. The Senate agreed with the Career Service that 80% of the budget should be devoted to salary and benefits. It was noted by Price that 80% should not be considered a maximum but a minimum amount. Ginger suggests that when benchmarking ourselves we could use comparable member colleges in the League for Innovation in the Community College. The Senate recommends continued coverage of health care and promotion of Wellness Programs. Lola states that Blue Cross Blue Shield will come to campus and perform health risk assessments next month in addition to providing a wellness initiative with incentive rewards for participation in various activities. More information is forthcoming. If our participation in the health risk assessment is 50% or greater the College will receive ten thousand dollars to be used for wellness incentives in 2012. The Senate

proposes that part-time employees should be eligible for an annual increase in pay. The Senate also advocates that the AFC (FACC) support college employees.

Salary and Benefits Committee 2010 Recommendations

- Return to at least 80% of budget devoted to salary & benefits
- Every effort should be made to increase SF salaries to a more competitive level within the local marketplace for public employees and in line with the top tier of comparable state colleges
- Continue coverage of employee health care at 100% of insurance cost and continue to work with FCCRMC to provide more affordable plans and continue to promote our Wellness Programs for a healthier life style
- Part-time employees should be eligible for the general annual increase
- Advocate through AFC the support of the current standards of basing retirement pay on an employee's top five years of state employment, keeping the DROP interest rate at its current level, maintaining the historical tradition of a FRS 3% annual increase in retirement pay, and keeping the insurance subsidy to help retirees cover the rising insurance premiums

5.0 Adjournment – Ginger Gibson

Ginger put to question a vote on the Budget Assumptions and Projections proposal. Paul Hutchins voiced his approval and Lola Christian voiced her approval. Ginger called for any opposed and no one voiced a nay. Ginger announced that the ayes have it and the proposal has been adopted. The meeting was adjourned at 3:15 pm.